COMPREHENSIVE AGREEMENT FOR

2006-2007

between the

WEBSTER CITY EDUCATION ASSOCIATION

And the

BOARD OF EDUCATION, WEBSTER CITY COMMUNITY SCHOOL DISTRICT

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ARTICLE I

PREAMBLE

The Board of Directors of the Webster City Community School District and the Webster City Education Association recognize and declare that providing a quality education for the students of the Webster City School District is their mutual desire. Wherefore, the Board and Association hereby agree as follows:

ARTICLE II

RECOGNITION

The Board of Directors of the Webster City Community School District, hereinafter referred to as the "Board", hereinafter referred to as the "Association", as the certified exclusive and sole bargaining representative for all personnel presently or hereafter employed by the Webster City Community School District <u>and</u> within the Bargaining Unit described by PERB certification instrument (Case Number 237), issued by the PERB on the 23rd of September, 1975.

The Bargaining Unit as described in the above certification is as follows:

Included: All professional full-time or regular part-time employees, including classroom teachers, librarians (a.k.a. Media Specialists), guidance counselors, special education teachers, special teachers in music, physical education, art, developmental reading (a.k.a. Chapter I Reading), remedial math (a.k.a. Chapter I Math) and TAG (a.k.a. Project Explore).

Excluded: Secretaries and clerks, custodians, food service employees, transportation employees, nurse, maintenance personnel, para-professionals and educational aides (a.k.a. teacher associates or educational associates) and all others not specifically designated above or as excluded by Section 4 of the Act.

Definitions

Employee: The term employee as used in this Agreement shall be those employees within the Bargaining Unit as described by the certification referred to herein.

Day: The term day, as used in this Agreement, shall mean a calendar day unless otherwise specified.

ARTICLE III

GRIEVANCE PROCEDURE

Section 1.

A grievance shall mean only a complaint that there has been a violation, misinterpretation or misapplication of any of the specific provisions of this Agreement.

Section 2.

- (a) Every employee within the Bargaining Unit shall have the right to present grievances in accordance with these procedures.
- (b) The failure of an employee (or, in the event of an appeal to arbitration, the Association) to act on any grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the grieving to proceed to the next step. The time limits, however, may be extended by mutual agreement.
- (c) It is agreed that any investigation or other handling or processing of any grievance by the grieving employee shall be conducted so as to result in no interference with or interruption whatsoever of the instructional duties or related work activities of the grieving employee or of the teaching staff.

Section 3.

- (a) First Step: An attempt shall be made to resolve any grievance in informal, verbal discussion between the complainant and his or her Supervisor. At the commencement of such discussion with said Supervisor, the Supervisor shall be advised by the complainant that the discussion should be considered as the First Step of a Grievance Procedure.
- (b) **Second Step**: If the grievance cannot be resolved informally, the aggrieved employee shall file the grievance in writing with the Supervisor, and, at a mutually agreeable time, discuss the matter with the Supervisor. The written grievance filed on the form set forth in Schedule D shall state the nature of the grievance, shall note the specific clause or clauses of this agreement allegedly violated and shall state the relief requested. The filing of the formal written grievance at the second step must be within fifteen (15) school days from the date of occurrence of the event giving rise to the grievance. The Supervisor shall make a decision on the grievance and communicate it in writing to the employee, the Association and the Superintendent within ten (10) school days after receipt of the grievance.
- (c) **Third Step**: In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved employee shall file, within five (5) school days of the Supervisor's written decision at the second step, a copy of the grievance with the Superintendent. Within ten (10) school days after such copy of the written grievance is filed, the aggrieved and Superintendent or his designee shall meet to resolve the grievance. The Superintendent or his designee shall file a decision within ten (10) school days of said meeting and communicate it in writing to the employee, the Association and the Supervisor.
- (d) **Fourth Step**: If the grievance is not resolved satisfactorily at Step 3, there shall be available a Fourth Step of impartial binding arbitration. The Association may submit, in writing, a request on behalf of the Association and the grieving employee to the Superintendent within twenty (20) school days from receipt of the Step 3 answer to enter into such arbitration. The arbitration proceedings shall be conducted by an arbitrator to be selected by the two parties within seven (7) school days after said notice is given. If the two parties fail to reach agreement on an arbitrator within seven (7) school days, the Public Employee Relations Board will be requested to provide a panel of seven (7) arbitrators. Each of the two parties will alternately strike one name at a time from the panel until only one shall remain. The remaining name shall be the

arbitrator. Said arbitrator must be selected within five (5) school days after receipt of the panel of arbitrators. The decision of the arbitrator will be binding on the parties. Expenses for the arbitrator services shall be borne equally by the Board and the Association.

The arbitrator, in his opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the agreement. His authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the Board and the Association and his decision must be based solely and only upon his interpretation of the meaning or application of the express relevant language of the agreement.

Section 4.

The grieving employee shall have the right to have a representative of the Association present during all phases of the grievance procedure if the employee so desires.

Section 5.

If a grievance is to be filed or processed on or after May 15, time limits herein referred to as "school days" shall convert to "weekdays" Monday through Friday.

Section 6.

Those provisions of this Article dealing with communication of decisions to the Association may be grieved by the Association President or grievance chairperson.

Section 7.

The Association and the Superintendent may mutually agree to the filing of a grievance by the Association at the Third Step of the grievance procedure under the following circumstances:

- a. The grievance involves the application of a provision of this Contract to a fact situation shared by more than one employee.
- b. The employees directly affected by the grievance be identified either by class or name.
- c. During the grievance procedure, the Association will be acting on behalf of all those identified and the results of the grievance shall be binding on the entire class or group identified.

ARTICLE IV

DUES DEDUCTION

- A. **Authorization** Any employee within the Bargaining Unit who is a member of the Association, or who has applied for membership, may sign and cause to be delivered to the Secretary of the Board an assignation authorizing payroll deduction of current annual professional dues by or through the Association. The form of this assignment must be as set forth in Schedule C.
- B. Regular Deduction Pursuant to a deduction authorization, the Board shall deduct 1/7 of the total dues from the regular salary check of the employee each month for seven (7) months, beginning in October and ending in April of each year and said authorization must be in the hands of the Secretary of the Board by October 1st.

- C. **Prorated Deduction** Employees who begin dues deductions after October shall have the total dues prorated on the basis of the remaining months of employment through April. If dues deductions are authorized after October 1st, the assignment must be filed on or before the first day of the month in which the deductions are to commence.
- D. **Revocation** Such authorization shall continue in effect throughout the school year unless revoked in writing by a thirty (30) calendar day notice to the Board.
- E. **Transmission of Dues** The Board shall transmit to the Association the total monthly deduction for professional dues within fifteen (15) school days following the termination of each regular payroll period, along with the listing of the employees for whom deductions were made and those employees who have revoked their deduction authorization in a timely manner for that pay period or have terminated employment during said period. A violation of this provision may be grieved by the Association President.
- F. Association Responsibilities The Association is responsible for providing information to its members of the dues deduction system and for the printing and distribution of the dues deduction assignation.
- G. Other Deductions Upon appropriate written authorization from the employee, the Board will deduct from salary for approved payroll deduction programs.

ARTICLE V

WORK YEAR AND HOLIDAYS

- A. In-School Work Year The in-school work year for employees shall not exceed one hundred ninety-five (195) days including the Holidays provided in Section B herein. For the school year 2005-06 one Professional Development Day has been added with funding provided by the State of Iowa.
- B. **Holidays** No employee shall be required to perform duties on the following holidays:
 - 1. Labor Day
 - 2. Thanksgiving Day
 - 3. Christmas Day
 - 4. New Year's Day
 - 5. Good Friday
 - 6. Memorial Day

ARTICLE VI

EMPLOYEE HOURS

A. Length of Work Day:

- 1. The basic workday shall be seven and three-fourths (7 $\frac{3}{4}$) hours. The basic workweek shall be thirty eight and one half (38 $\frac{1}{2}$) hours. Hours of work shall be from 8:00 a.m. 3:45 p.m. unless modified by the building administrator.
- 2. On Fridays, employees shall be released fifteen (15) minutes prior to the end of the normal workday. If students are dismissed early prior to vacation or holidays, teachers will be released thirty (30) minutes after student dismissal.
- 3. The beginning or closing hours may be changed or extended by the Principal of each building for faculty or other appropriate meetings reasonably incident to the teaching duties of the employees.
- 4. In the event there is an early dismissal of all students within the District due to inclement weather, employees shall be allowed to leave thirty (30) minutes after student dismissal. On days when student attendance is not required due to inclement weather, employee attendance shall not be required.
- 5. On days of inclement weather resulting in a late start of the school day, employees need not report until thirty (30) minutes prior to the beginning of the school day.

B. Duty Free Periods:

- 1. Each employee shall have a daily, uninterrupted, duty-free noon break as follows:
- A. Elementary school employees shall have at least thirty minutes.
- B. Junior High School and Senior High School employees shall have no less than twenty (20) minutes.

Such noon breaks will be scheduled by the Building Principal and are subject to emergencies affecting the schedule which could not be reasonably foreseen by the Principal including the unavoidable absence of supervising personnel during the noon period.

- 2. On those school days when there is no open time available to any employee during the normal student's school day, the Building Principal shall schedule one ten (10) minute duty-free break for that employee.
- C. **Extra Compensation** Where any employee is absent and a substitute is not obtained, any other employee may be assigned by a Building Principal to carry out the teaching assignment of the absent employee. Any employee acting as a substitute under these circumstances shall be paid at the rate of \$6.00 per hour in addition to their regular salary. The claim for such compensation must be approved by the Building Principal and submitted to the Superintendent prior to the end of the semester during which the claim accrued.

D. **Elementary Field Trips** - No elementary employee shall be required to accompany a field trip extending substantially beyond the normal school day and such participation shall be voluntary.

ARTICLE VII

IN-SERVICE TRAINING

In-service training shall be defined as those activities and meetings conducted during those days set aside during the school year as in-service training which assist in improving the teaching performance of the employee and to upgrade the instructional process. Such in-service training shall be administered as follows:

An In-Service Training Advisory Council shall be established as follows:

The council shall consist of four (4) administrators appointed by the Superintendent and four (4) employees chosen by the Association. Association representatives shall serve a two (2) year term on the In-Service Committee. The Council shall be authorized to establish subcommittees or ad hoc committees continuing specific projects as deemed desirable to the Council.

Or

The Association may appoint the School Improvement Team for the inservice committee.

- 2. The Council shall establish its own rules of procedure consistent with the above membership requirement and shall provide for selection of a chairman who shall be responsible for the arrangement and conduct of meetings. A minimum of two meetings shall be held each school year.
- 3. All recommendations from individual employees regarding in-service programs or meetings may be submitted to the Council for consideration.
- 4. The Council shall make recommendations to the Board regarding times for in-service training and such recommendations may reflect majority and minority opinions of the Council.
- 5. The Council shall determine the activities to be undertaken on in-service days. In the case where several proposals are before the Council and none can muster simple majority approval, the proposals will be reduced to those two proposals with the first and second place number of votes. These proposals will then be voted upon with the majority position prevailing. In case of a tie vote on such proposals, the Superintendent shall cast the deciding ballot.

ARTICLE VIII

HEALTH AND SAFETY

- A. **Physical Examination** All new employees shall submit a report of physical examination, upon a form to be provided by the Superintendent, after the offer of employment is made, and before the beginning of service. The physical examination shall be given by a licensed physician of the employee's choice. A TB skin or patch test shall be sufficient evidence of the absence of tuberculosis except where this test is positive. When a positive reading is indicated, a chest X-ray shall be required at the expense of the employee.
- B. **Use of Force** Any employee may, within the scope of employment responsibilities, use and apply such amount of force as is lawful to quell a disturbance threatening physical injury to others; to obtain possession of weapons or other dangerous objects upon the person or within the control of the pupil, for the purpose of self-defense; and for the protection of other persons or property.
- C. Safety Procedures The Board shall take reasonable precautions to provide for reduction of potential hazards to the health and safety of the employees. The parties also recognize that safety is a mutual obligation of the employer and the employee. In the event that an employee observes such a potential hazard, said employee shall make a written notice of such condition to the Principal. If such condition is not remedied within fifteen (15) days, a copy of such written notice shall be filed by such employee with the Superintendent for further investigation and recommendation to the Board regarding appropriate action. Employees will be requested but not required to return to their work areas to search for bombs during a bomb threat. Upon exiting the building if the employee sees anything out of the ordinary they will report it to the building principal, police and/or fire department.

ARTICLE IX

FORMAL EVALUATION PROCEDURE

- A. All beginning teachers shall be formally evaluated a minimum of once each semester. All non-probationary employees shall be formally evaluated and have a cumulative performance review once every three years. They will be on a three year cycle that is on going. The evaluator may also conduct informal observations of the employee.
- 1. Teachers with an initial provisional license shall be evaluated with the Comprehensive Evaluation Summative Evaluation instrument developed by the Iowa Department of Education. These teachers will also participate in the Webster City Community School District's mentor program.

B. Notification:

1. Within four (4) weeks after the beginning of each school year or after an employee's first day in a new assignment, the Administrative staff shall acquaint

employees with the lowa Teaching Standards and criterion, the district-adopted descriptors, and the procedures and instruments to be used.

- 2. No formal evaluation shall be commenced until the orientation as described above is completed.
- 3. The right of the Board or its designated representatives to change the person or persons conducting the formal evaluation or classroom observations during the school year is reserved upon the condition that the employees be advised or such change before such person is used as an evaluator or classroom observer.
- 4. Informal classroom visits by the Superintendent or his designee may occur at any time.
- C. Evaluation procedures shall be consistent between evaluators within the district. In no case shall teachers in one building be required to follow procedures that are different from those in other buildings.
- D. A classroom observation occurs when an observation of the employee's classroom teaching performance is initiated for evaluation purposes. All such classroom observations shall be conducted openly and with the full knowledge of the teacher. An employee shall receive or written feedback following each formal observation within five (5) school days.
- E. 1. Within fifteen (15) school days after each formal written evaluation, the evaluator shall discuss the evaluation with the employees. If any aspect of the employee's teaching performance is rated as "needs improvement" by the evaluator, the evaluator shall list any appropriate suggestions for improvement known to the evaluator.
 - 2. If an employee receives a rating of "does not meet the standard" on their formal written evaluation, then such rating can be grieved. The grievance shall be processed through the formal grievance procedures with the date of occurrence of the event being the date of receipt of the evaluation by the employee.

The arbitrator's review will be limited to whether the rating or statement in question is arbitrary, capricious or without basis in fact. The arbitrator's remedy shall be limited to correcting the rating or statements contained in the evaluation.

Determination that an employee is in need of intensive assistance and the implementation of intensive assistance is not subject to the grievance procedure.

3. Following the conference between the employee and the evaluator, the employee shall sign the original copy of the formal evaluation to indicate awareness of its content. Within five (5) school days after the evaluation conference, the employee shall have the right to submit a written explanation of statement regarding the formal evaluation for inclusion with the formal evaluation. The evaluator shall sign and date this statement to indicate awareness of its content and when received. The formal evaluation and any

attachments shall be submitted to the superintendent by the evaluator.

- F. This article deals solely with the formal evaluation procedure. Nothing in this article is to be construed as precluding additional evaluation of teachers by any other means deemed appropriate by the Board. In the event that such additional evaluation results in a written evaluation report to be placed in any employee's personnel file, the employee shall be provided a copy of said report and shall have the opportunity to respond to it by submission of a written statement to be attached to said report.
- G. Upon twenty-four (24) hours notification to the Superintendent, an employee may review all written evaluation reports filed in any employee's personnel file.

ARTICLE X

SENIORITY

A. **Seniority Determination** - Seniority shall be defined as the length of full-time continuous service within the Webster City School District. Seniority shall not accrue but shall not be broken by unpaid leaves of absence of a full year. Seniority does not include service as a substitute, short or long term. Employees who work half-time or more shall receive a full year seniority. If two (2) or more employees have the same seniority, ties shall be broken by the last four (4) digits of an employee's social security number (highest number received the highest seniority).

Any employee hired as a temporary employee for one (1) year or less to replace an employee granted an extended leave of absence shall not accrue seniority

B. Seniority List Posting

- 1. No later than November 1 of each year, the Board shall post in all school buildings and deliver to the Association a seniority list.
- 2. The seniority list will include the employee's name, social security number, staff reduction category, and year continuous employment commenced.
- 3. If the employee or Association feels an error has been made in the seniority list, they shall bring it to the attention of the Superintendent.
- 4. The Association shall be notified of any changes which are made to the seniority list after the initial posting.

ARTICLE XI

STAFF REDUCTION

A. **Reduction** - When, in the sole, exclusive and final judgment of the Board, a reduction of staff becomes necessary due to budget restrictions or limitations, declining enrollment, in phasing out of special or federal programs, extensive changes in the curriculum because of changing needs or requests of students, or other reasons, the following procedure provided herein, shall be followed:

B. **Staff Reduction Categories** - Staff reduction will occur within staff reduction categories including:

Elementary Level (Pre-K - 4)

Regular Classroom Teacher Pre-School Handicapped Multi-Cat MD

5-8

Regular Classroom Teacher Multi-Cat MD-SCIN BD

9-12

Regular classroom by subject matter area, i.e. math, science, social studies, English, life management, industrial arts, business, foreign language by endorsement, vocational agriculture, multi-occupations, health

BD.

MD Severe

Multi-Cat

Reconnecting Youth Prevention

<u>K-12</u>

Music

Art

PE

Guidance

Media

Order of Reduction: Within the staff reduction categories to be reduced, employees will be reduced in the following order:

- 1. Those employees with "temporary" or "emergency" certificates shall be terminated first.
- 2. Employees on probation as defined in Section 279.19, Code of Iowa.
- 3. Nonprobationary employees in inverse order of seniority.
- 4. Exceptions may be made in the order of reduction provided in items 1-3 above if necessary to maintain a program, to maintain compliance with NCA accreditation standards, or to maintain an employee with necessary state teaching certification for a position to be retained.
- C. **Notification** Specific notice of reduction shall be given those individuals to be terminated and the Association no later than April 30th. The notice will indicate the reason or reasons for staff reduction.
- D. **Benefits** Any professional employee who is re-employed after termination under this Article shall be placed on the salary schedule at the step above the one in effect at the time of departure if eligible for same.

E. Recall Provisions

- 1. Any employee who resigns subsequent to receiving a notice of termination due to staff reduction or is terminated because of staff reduction shall be recalled as provided herein.
- 2. Employees referred to in section one shall be recalled for a period two (2) years (from the last regular teacher workday in the year of layoff) if a written request for recall is filed with the Superintendent prior to September 1 of the year in which such employee was terminated. Any teacher wishing to retain his/her recall privileges shall keep the Superintendent informed in writing of his/her current address and the address so provided will be used as the mailing address for any information regarding the recall.
- 3. In filling open positions, those employees on recall shall be recalled when there is a position open in the staff reduction category from which the employee was reduced or a position open in a staff reduction category in which the employee has taught in the Webster City Community School District during the last five years and, in either instance, the employee is certified for the vacant teaching position. Chapter I teachers are entitled to be recalled in the Regular Classroom category. If more than one (1) employee is so qualified for the vacancy, employees shall be recalled in the inverse order of termination. Employees will be notified via regular mail, addressed to the employee at the latest address recorded with the Superintendent. Failure of the employee to affirmatively respond within ten (10) calendar days of mailing shall be deemed a waiver by the employee of that recall opportunity.
- 4. **Exception** Any employee hired as a temporary employee for one (1) year or less to replace an employee granted an extended leave of absence shall not be eligible for recall rights.
- F. **Grievance** Any employee entitled to recall shall retain the right to grieve the recall provision herein for two years after employment is terminated pursuant to staff reduction.

ARTICLE XII

LEAVES (SPECIAL)

A. Bereavement – In the event of the death of an employee's parent, child, sibling, corresponding in-laws of the prior relatives; spouse, step-parent, step-child, grandparent or grandchild, the employee shall be granted leave with pay for the amount of time necessary for attendance at the funeral and for making funeral arrangements not to exceed five (5) days per occurrence. In the event of the death of an employee's other relatives, the employee shall be granted leave with pay not to exceed three (3) per occurrence. In the event of a death of a non-relative the employee shall be granted one (1) day per year. Notification of the death and application for leave shall be made through the Building Principal prior to the commencement of the leave. In the absence of the Building Principal, said application may be made directly to the Superintendent or his designated representative. The determination of the amount of leave time "necessary" shall be at the discretion of the Superintendent or his designed representative. The leave is not cumulative.

- B. **Family Illness Leave** Each employee will be granted three (3) nonaccumulative days per year of family illness leave. Family leave will be granted for illnesses or hospitalization of an employee's parent, spouse, child, sibling, corresponding in-laws of the prior relatives' spouse, step-parent, step-child, grandparent or grandchild.
- C. **Personal Leave** Each employee will be granted three (3) non-accumulative days per year for personal leave. Said leave shall be exercised in no less than one-half (1/2) day increments. Only two (2) employees per building may exercise personal leave at any one (1) time. Personal leave shall be available for matters that cannot be handled outside of work time. Employees must apply for personal leave seven (7) days in advance. An employee making application for personal leave shall not be required to state the reason for which the leave is requested, but by signature on the application form attests that the reason for the leave meets the standard.

D. Professional Leave

- 1. At the discretion of the Superintendent, professional leave, with pay, may be granted to employees for the attendance of conferences, workshops, seminars or classes conducted by colleges, universities, or other educational institutions or organizations. Such professional leave must be approved in advance by the Superintendent.
- 2. All employees shall have the opportunity to apply for professional leave through their Building Principal.
- 3. During the absence of the employee during professional leave, necessary substitute teachers shall be provided by the Board.
- 4. The Superintendent will have the authority to provide conference or meeting fees, travel expenses or otherwise assist in offsetting the cost of such professional leave. The allowance of this financial assistance shall be at the sole discretion of the Superintendent.
- E. Association Leave Upon no less than five (5) school days notice to the Superintendent by the Association President, representatives of the Association shall be allowed up to a total of twelve (12) teaching days during the school year for attendance of meetings or assemblies of the Association or its affiliate organizations. No more than five (5) employees may utilize this leave on the same day. The Board will be reimbursed by the Association for substitutes pay at the existing rate for substitutes hired or extra compensation paid employees during such leave. The notice requirement herein may be waived by the Superintendent. This provision may be grieved pursuant to the grievance procedure by the President of the Association.
- F. **Jury Leave** Any employee called for jury duty during school hours, will be granted leave for such purpose and will receive full pay with a reduction being made for jury duty remuneration during the length of duty. The Board will provide for necessary substitutes during the duration of such jury duty.
- G. Other Leave The article does not preclude the granting of other leave by the

Board upon application by employees through the Building Principal. "Other Leave" may include graduate study leave, short term leave and any other leaves deemed desirable by the Board. The decision regarding the granting of such leaves and whether such leaves shall be with pay or without pay shall be at the sole discretion of the Board. The employee may refer to Board policies for guidelines in this area.

H. **Discretionary Leave** – One day of unpaid leave may be granted by the Superintendent.

ARTICLE XIII

SICK LEAVE

- A. Accumulative Benefits All regular employees within the Bargaining Unit shall be entitled to sick leave subject to the conditions herein in regard to absence from duty due to personal illness or injury, regardless of whether such illness or injury was incurred during the course of employment. This leave applies to mental and physical disabilities (including disability from pregnancy and/or child birth). Unused sick leave days shall be accumulated from year to year, cumulative to one hundred five (105) days subject to the conditions herein. The amount of sick leave each employee is entitled to during any given year shall be as follows:
 - 1. First year of employment within the Webster City Community School District 10 days.
 - 2. Second year of employment within the Webster City Community School District 11 days.
 - 3. Third year of employment within the Webster City Community School District 12 days.
 - 4. Fourth year of employment within the Webster City Community School District 13 days.
 - 5. Fifth year of employment within the Webster City Community School District 15 days
 - 6. Sixth year of employment within the Webster City Community School District 17 days.
 - 7. Seventh and subsequent years within the Webster City Community School District 20 days
- B. **New Employees** Employees within the Bargaining Unit who are commencing their first year of employment with the Webster City Community School District will accrue no sick leave benefits prior to reporting for their assigned duties.
- C. Worker's Compensation If an employee is hurt or disabled on the job, the employee shall have an option to choose the worker's compensation payment or receive a supplement from the District to provide a total day's pay with an accompanying deduction of one (1) day sick leave per each day absent.
- D. **Accumulation Information** Each employee shall have the right to receive a written accounting of accumulated sick leave days from the Board on written request.
- E. **Extended Leave** An employee who is unable to work because of personal illness or disability, and who has exhausted all sick leave available shall be granted a leave of absence without pay for the duration of such illness or disability, up to one year,

and the leave may be renewed each year by the Board upon written request by the employee.

- F. Anticipated Medical Disability Leave An employee who anticipates medical disability which shall cause the employee to be absent from the employee's duties during any portion of the employee work year, shall notify the superintendent as soon as possible. Such notice shall be in writing and shall include the following information, if known:
 - 1. Expected date of disability.
 - 2. Whether the employee plans to continue to perform duties during the period in anticipation of disability.
 - 3. The date the employee wishes to commence disability leave.
 - 4. Whether the employee plans to return to duties following disability leave, and, if so, the date the employee wishes to return. The Superintendent shall immediately be advised of any changes in the dates provided by such notice.

Any employee anticipating disability leave who desires to continue the performance of duties during the period in anticipation of disability may continue to do so provided that the employee's health and teaching are not affected and the employee is physically capable to continuing to perform said duties. Upon request of the Superintendent, the employee shall provide a statement from the employee's physician stating that the employee is capable of performing duties during anticipation of disability leave.

A teacher who is disabled shall begin sick leave on the date medically indicated by the teacher's physician and report it in writing to the Superintendent. The teacher may return to the teacher's position at such time as the teacher's physician states that the teacher is physically able to do so.

Extension of leave beyond the medically indicated date shall be mutually agreed by the Superintendent and the employee, with the condition that any such extension required by the Board for reasons not related to the employee's ability to perform regular duties shall be treated as paid leave and not considered as sick leave.

Section D of the insurance article herein shall apply in situations where sick leave is exhausted during the medically indicated portion of the disability leave.

A leave of absence without pay beyond the time medically indicated for the termination of disability leave may be granted, at the Board's discretion, upon the employee's request for a period not to exceed the remainder of the contract year in which such leave is granted.

- **G.** Leave Bank To be used by eligible employee in the event of a catastrophic illness, accident, or serious family illness as defined in Article XIIC.
- 1. **Establishment** A leave bank will be established for the use of employees who choose to participate. Use of leave bank days will commence on the day of sickness, injury, or serious family illness as defined in Article XIIC of the eligible employee and continue until employee is eligible for employment. The bank year will be the contract year.
 - 2. Participation Participation in the leave bank will be on a voluntary basis.

Each participating individual employee's contribution will be made in the form of a one-time contribution of one (1) day of sick leave from his/her current year's allocation. The days contributed to the bank becomes the property of the bank and will not be returned to the employee, except under Paragraph 5 below.

- 3. **Enrollment** Enrollment will take place during opening workshop but in no case later than September 10 and will entitle the enrolling employee to membership until revoked in writing by the employee. Enrollment shall consist of the signing of three (3) copies of the Leave Bank Enrollment Form in Appendix Schedule F and forwarding them to the Superintendent's Office. The Form indicates the year of coverage and authorizes the sick leave transfer to the bank. The Superintendent will sign the forms and return one (1) copy to the employee and one (1) copy of the Association.
- 4. **Unused Days in Bank** Assets of the bank will accumulate. The following year's bank will consist of days carried over from the previous year. The Board will provide the Association with verification of the bank's total number of days for the current year and of the previous year's usage of bank days no later than September 30 of each year.
- 5. Use of Bank Leave Days Eligible employees must request in writing to the Superintendent that he/she wishes to withdraw days from the bank to a maximum of 20 days in a contract year. An eligible employee is one who has timely volunteered for participation in the leave bank and who has exhausted his/her personal sick leave (in the event of the employee's illness or accident) without being eligible for long term disability (under Article XVI: Insurance), worker's compensation (under Article XVI: Insurance), and/or social security disability. In the event of serious family illness, the eligible employee must have exhausted all available leave options.
- 6. Payback of Leave Days Used Employees who use days from the Leave Bank will be required to pay back the days used at a rate of a minimum of ½ of the annual allotment of sick leave days each year until the full number of days used are reimbursed to the bank. Employees may elect to pay back at a faster rate than the minimum. Employees who leave the district without completing the Payback of days used from the Leave Bank will be required to reimburse the district for the remaining days at the maximum substitute pay rate. Employees who retire at age 62 or are placed on full disability will be exempt from paying back days used from the Leave Bank.
- 7. Leave Bank "Sunset" Clause Article XIII Section G Leave Bank will automatically terminate and be expunged from the Master Contract after three years (at the conclusion of the 2006-2007 contract year.)

ARTICLE XIV

WAGES

- A. **Schedule** The salary of each employee covered by the regular salary schedule is set forth in Schedule A., which is attached hereto and made a part hereof.
- B. **Placement on Salary Schedule** Employees newly hired into the District shall be granted credit for a minimum of five (5) years of previous teaching experience in a

duly accredited school if within the last five (5) years. (Effective 7/1/86 and not retroactive). The Board in its discretion may grant credit for additional years of teaching experience. The district will furnish a letter concerning placement on the salary schedule.

C. Advancement on Salary Schedule - Employees on the regular salary schedule shall be granted one increment or vertical step on the schedule for each year of service until the maximum for their education classifications is reached. A teacher must be employed for a minimum of seven (7) months (140 contract days) in a school year before he/she is eligible for the next increment step for the following year.

An employee moving from a salary step within the BA lanes of the salary schedule shall move to the appropriate MA lane and one step vertically.

An employee moving from the Career Increment area of the BA lanes of the salary schedule to the MA lane shall move to the appropriate corresponding career increment step of the MA lane.

Example:

BA

4% of BA Base

MA 5% or 6% of BA Base

D. Educational Lanes:

1. **Special Conditions**: When a teacher applies for the BA + 10 and BA + 20 level, a certified transcript shall be presented before September 10 of the school year. All credits approved by the Superintendent shall be accepted when the institution where the credits are earned has designated the credits as graduate credit. However, these credits will not be honored if they are for the purpose of gaining proper certification or gaining proper certification or gaining proper certification or gaining endorsement approval to teaching assigned subjects.

Beginning with the 1985-86 school year, a new lane shall be implemented to be called BA + 30 Lane. This category will become effective for those instructors who secure a minimum of 10 semester hours of graduate credit over the BA + 20 level after January 1, 1985 in courses that are directly related to their instructional matter area or as requested by the school administration. Three of these hours may be in approved methodology type classes. Approval of all such course must be received in writing from the Superintendent of schools prior to entrance into the course effective with the 1991-92 school year.

For any teacher to be placed on the MA + 15 level, 15 semester hours of credit approved by the Superintendent beyond the receipt of the Master's Degree must have been earned. The same rules apply for MA + 30.

2. General Specifications for Participation on Schedule:

A. Class I, II, III, IV - Teachers employed in these classifications must earn six (6) semester hours of graduate credit approved by the Superintendent within five (5)

years after initial employment or from the last change in salary schedule classification. Failure to comply will automatically freeze the employee to the present step. When the teacher does comply, the employee's base will be adjusted to the current level and the employee will advance to the next step on the schedule above the point previously held.

- B. Class V, VI The teachers in these classifications will be expected to earn six (6) semester hours of approved graduate work during a five (5) year period.
- C. Class VII Teachers in this classification will not be required to obtain formal college credit but shall be expected to expand their professional competence to meet the needs of their assignment and to provide evidence acceptable to the Board of Education.
- D. All changes in classification will be made only upon evidence of a certified transcript from the institution granting the degree or credit.
- E. Approval of Credits: (For BA + 10 and BA + 20 with the BA + 30 requirements as given on page 20, D1, paragraph 2.)

Where approval of credits by the Superintendent is provided for in this Article, approval shall be granted to:

- 1. All graduate courses taken on the campus of an accredited college or university, not previously taken by the employee, that are within the subject matter being taught by the employee.
- 2. All graduate courses that are part of a Master's Degree program pursued by an employee at an accredited college or university. The Superintendent may request, prior to approval, a certified letter from the employee's graduate school advisor showing an outline of the courses to be completed for the Master's Degree.

Approval of any other courses shall not be unreasonably withheld. If approval is withheld, the Superintendent shall enumerate the reasons for refusing the credit upon the request of the employee offering such credit. If the employee is dissatisfied with the reasons for refusing to approve such credit, the employee shall be entitled to a hearing before the Board for a final decision. This decision shall not be subject to the grievance procedure provided in this agreement.

F. **Proof of Credit** - Whenever this Article provides for production of a certified transcript, the Superintendent may accept other proof of credit acceptable to the Superintendent.

G. Method of Payment:

1. Pay Period - Each employee working the full year shall be paid in twelve (12) equal payments on the twentieth (20th) of each month. Employees shall receive their checks at their regular buildings and if the payment date falls on a school holiday, vacation, or weekend, employees shall receive their paycheck on the last previous working day.

Employees who are new in the teaching profession may, at their option, elect to receive up to fifty (50%) percent of the first salary installment after the completion of the first ten (10) days of employment. The balance of the first month's installment of the contract salary shall be paid on the regular pay day.

- 2. **Summer Checks** Summer checks, other than for summer school teachers, shall be mailed to the address designated by the employee on the 20th of the month.
- 3. Staff members that have questions concerning what is included in a certain paycheck can send the question in writing or e-mail to the office. The district will respond to all questions/inquiries.
- H. **Travel** Upon application and prior approval of the Board, the Board may allow an employee who plans to travel either within the United States or to foreign countries, one or more credits to apply toward the credit barrier of six (6) hours every five (5) years. The allowance of said credit is solely at the discretion of the Board and the Board may impose conditions to be complied with including written reports and travel presentations before the credit is allowed. This decision shall not be subject to the grievance procedure provided in this agreement.
- I. Extra Assignment and Extended Contract Rate The salary schedule is based upon the regular school year as set forth in this Agreement.

All employees required by the terms of their individual contract to work an extended time beyond the regular school year shall be additionally compensated at a per diem rate commensurate with the employee's regular contract.

- J. **Distribution of Phase II Funds** The funds provided by the State for Phase II of HF.499 shall be distributed in the following manner:
 - 1. Based on the equal distribution to all eligible full-time equivalent staff.
 - 2. Distribution shall be based on the staff on September 10th of the current year.
 - 3. Distribution computations shall be as per the 1987-88 procedures.
- K. **Professional Mentoring Program** Sets up procedures for implementation and Salaries paid to people involved.

ARTICLE XV

SUPPLEMENTAL PAY

A. Extra Service Pay:

- 1. **Approved Activities**: The Board and the Association agree that the extracurricular activities listed in Schedule B are official school-sponsored activities. All insurance protecting employees in effect during the regular school day will extend to such activities.
- 2. Rates of Pay: Employee participation in those activities on the supplemental pay schedule shall be contractual and shall be compensated according to the rate of pay as provided in Schedule B, which is attached hereto and incorporated herein. If additional activities involving extracurricular duties outside of the employment contract are initiated during the year by the Board, the rate of pay will be mutually agreed upon

by the Board, the Association, and the employee involved.

- 3. **Termination of Activity**: In the event that any of the activities described herein are terminated by the Board, such termination shall not be cause for termination of the Teachers Contract of the employee who has assumed such activity.
- 4. **Non-teaching Employees**: If an employee has no teaching contract, the salary will be determined by multiplying the percentage by the appropriate experience step in the BA lane for each activity. An employee may transfer outside experience up to a maximum of five (5) years.
- B. Employees who may be requested to use their own automobiles in the performance of their duties and employees who are assigned to more than one school per day shall be reimbursed for all necessary travel during their work day at the rate of 21 cents per mile unless an annual travel allowance has been mutually agreed upon between the Superintendent and the employee.

The same per mile rate shall be given for use of personal cars for field trips or other district business upon prior approval of the Board or its designated representative.

ARTICLE XVI

INSURANCE

- A. **Types** The Board agrees to provide all employees working 20 hours or more per week the following insurance protection:
- 1. Health and Major Medical: Each employee will be covered by a health and major medical program paid by the District. The terms for this benefit shall include: Medical: \$500/\$1000 deductible; \$1000/\$2000 out-of-pocket maximum: Physicians Visit PPO \$10.00; PPO 10% coinsurance after deductible, non-PPO 20% coinsurance after deductible. Prescription Drugs: No out-of-pocket maximum; \$10 generic/\$20 preferred. The Board shall make a monthly contribution of \$75 per month toward the cost of the family plan for eligible spouses and dependents. Employees hired after January 1, 2005, are not eligible for the \$75 monthly contribution. Employees hired before January 1, 2005, who were not receiving the benefit, are not eligible for the \$75 monthly contribution. Spouses hired in the district as of January 1, 2005, who receive family insurance paid in full by the district, will continue to receive that benefit. Spouses hired after January 1, 2005 will be eligible for single insurance. If they desire family insurance the district will apply the premium of two single policies towards the family plan with the difference in cost of family insurance to be paid by the employee.
- 2. **Life**: The Board shall provide a group term life program with accidental death and dismemberment in the amount of \$25,000 for all eligible employees.
- 3. **Disability**: The Board shall provide a long-term disability insurance policy with benefits no less than those supplied in the preceding school year to all eligible employees. This program will pay a monthly benefit of 66 2/3% of the employee gross monthly salary.
- 4. **Worker's Compensation**: Each employee shall be covered by Worker's Compensation Insurance paid by the District. (See Article XIII, C Sick Leave)

- 5. **School Liability**: Employees shall be covered by school financed liability insurance with coverage no less than that supplied in the preceding school year.
- B. Coverage The Board provided insurance programs for employees shall be for 12 consecutive months beginning as follows:
 - A. Health and Accident: Upon initially reporting for work.
 - B. Long-term Disability: Upon initially reporting for work.
 - C. Life: October 1st if reporting to work at start of year

Employees beginning after the regular starting of the school year shall be covered as per the insurance policies within sixty (60) days of beginning employment.

C. **Descriptions** - The Board shall post in each building a description of the insurance coverage provided herein at the beginning of the school year, which shall include a description of conditions and limits of coverage as provided above. The Board will be responsible for providing insurance information in the form of application and enrollment meetings but the employee shall be responsible for meeting deadlines, proper completion of application cards and providing all information required by the by the insurance companies or the Board for coverage purposes.

In the event the Board changes insurance carriers, the District shall provide the Association with a copy of the insurance contract as soon as it is available from the insurance carrier.

- D. **Continuation** Subject to group insurance policy conditions and exclusions, the insurance benefits and Board contributions described herein will continue as follows:
- 1. In the event that an employee, absent because of illness or injury, has exhausted sick leave accrued, said benefits and contributions shall continue to the end of the next monthly pay period after expiration of such sick leave.

Further continuation of said benefits will occur only if paid for by the employee prior to billing dates as notified by the Board and said employee continues to be qualified to remain in the insurance group.

- 2. For employees on paid leave, and employees on a Board approved leave of absence without pay of less than twenty (20) school days, such benefits and contributions shall continue for the duration of such leave.
- 3. Employees on an unpaid leave of absence of more than twenty (20) school days will have the option of continuing such benefits by paying the full premium thereof prior to the billing dates are notified by the Board and said employees continue to be qualified to remain in the insurance group and such procedure is acceptable to the insuring companies.

ARTICLE XVII

VOLUNTARY TRANSFER PROCEDURES

A. Employees who desire a transfer from one building to another or a change in

grade or subject assignment must file a written request with the Superintendent prior to April 15 setting out the change in grade or subject assignment or the school or schools to which the employee desires to be transferred in order of preference.

- B. The decision on all requests for voluntary transfer shall be at the discretion of the Board after consideration of the following factors:
 - (A) Best interest and needs to the School District.
 - (B) Qualifications of the applicant to fill the vacancy in question.
 - (C) Length of continuous service in the Webster City School District if there are two or more applicants for the same vacancy.
- C. Notice of the disposition of a request for voluntary transfer shall be given to the employee prior to the end of the school year.
- D. Notices of district vacancies shall be posted in each attendance center in the District as well as in the Administration Office Building on the hallway bulletin board within a reasonable time after such vacancies are known and when applications are being sought for such vacancies and three copies of such notice will be provided to the Association.
- E. The provisions of this Article pertaining to requests for a change in grade or subject assignment and the processing thereof are subject to the Grievance Procedure provided in Article V only through Step Three of said Grievance Procedure.
- F. The district will provide preliminary postings by February 15th each year.

ARTICLE XVIII

INVOLUNTARY TRANSFERS

A. Definitions

- 1. A transfer shall mean the movement of employees from building to building, the movement of elementary (PreK-6) employees to a different grade level, or the movement of secondary (7-12) employees from one (1) subject matter area to another. If an employee's job assignment is merely reapportioned such that the employee is not moved to a new building, grade level or subject matter area, this reapportionment shall not be deemed a transfer.
- 2. A vacancy refers to an opening in a position as defined by the employer which the employer desires to permanently fill. Such a position may be eliminated or restructured at the discretion of the employer.
- B. **Elementary Rotation** Elementary classroom teachers may be rotated according to Board policy. Such rotation shall be excluded from the provisions of this article.

- C. **Notification** Employees and the Association shall receive written notification seven (7) days prior to finalization of an involuntary transfer.
- D. **Conference** Within three (3) days of notification, an employee may request a conference to discuss the involuntary transfer. The conference will be scheduled prior to finalization of the involuntary transfer.
- E. The district will provide preliminary postings by February 15th each year.

ARTICLE XIX

COMPLIANCE CLAUSES

- A. Compliance Between Individual Contracts and Agreements In the event the terms and conditions of any individual contract between the Board and an employee conflict with or are contrary to the specific provisions of this Agreement, the provision of this Agreement will control.
- B. **Separability** Should any article, section, clause, or phrase of this agreement be declared illegal by a court of competent jurisdiction, then that article, section, clause or phrase shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, clauses or phrases shall remain in full force and effect.
- C. **Duration Period** The agreement shall be effective as of July 1, 2006, and shall continue in effect until June 30, 2007.
- D. **Notice** Whenever the provisions of this agreement require notice to be given by either of the parties to this Agreement, notice will be given by a telegram or letter to the following designated in writing by either party:

Notice to Board:

Board of Directors

Webster City Community School District

825 Beach Street

Webster City, IA 50595

Notice to Association:

President

Webster City Education Association

Box 284

Webster City, IA 50595

E. **Agreement Copies** - The Board shall provide a sufficient number of copies of this Agreement to the Association to provide one copy for each employee and twenty-five additional copies to the Association. The Board shall also provide a copy of this Agreement to new employees.

ARTICLE XX

SIGNATURE CLAUSE

by their respective Presidents and their signar	tures placed this Agreement to be signed tures placed thereon all on the 27th
day of <u>March</u> , 2006.	
Webster City Community School	Webster City Education Association
Board of Directors	
	TIDL
May V. M//	Trish Bahrenfuss President, Webster City Educ. Assn.
President, Board of Education	President, Webster City Educ. Assn.
	T-1 D1
The shi	Trish Bahrengus
Chief Negotiator	Chief Negotiator

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006-07	SALARY SO	CHEDULE	Does not	include Ph	ase II			
STEP	BA	BA+10	BA+20	BA+30	MA	MA+15	MA+30	YEARS OF E
1	2674510	27508	28566	29360	30153	31211	32269	0
2	27508	28566	29624	30418	31211	32269	33327	1
3	28566	29624	30682	31476	32269	33327	34385	2
4	29624	30682	31740	32534	33327	34385	35443	3
5	30947	32005	33063	33856	34650	35708	36766	4
6	32269	33327	34385	35179	35972	37030	38088	5
7	33592	34650	35708	36501	37295	38353	39411	6
8	34914	35972	37030	37824	38617	39675	40733	7
9	36237	37295	38353	39146	39940	40998	42056	8
10	37559	38617	39675	40469	41262	42320	43378	79
.11	38882	39940	40998	41791	42585	43643	44701	10
12	39940	40998	42320	43114	43907	44965	46023	111
13	40998	42056	43378	44172	44965	46023	47081	12
14	1058	1058	1058	1058	46023	47081	48139	13
15	0	0	0	0	1323	1323	1323	14-18
16	0	0	0	0	1587	1587	1587	19 & up
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CAREER INCREMENT

- (A) Those employees who have been at the final vertical step on the salary schedule for over one year in categories I, II, III and IV shall have a career increment of 4% of the BA Base added to the contract salary.
- (B) Those employees who have been at the final vertical step on the salary schedule for over one year in categories V, VI or VII shall have a career increment of 5% of the BA Base added to the contract salary if they have been on the final vertical step for two (2) to six (6) years inclusive, and a career increment of 6% of the BA Base added to the contract salary if they have been on the final vertical step for more than six (6) years.

SCHEDULE B

SUPPLEMENTAL PAY

Duty	Stipend
Football, Basketball (B&G), Wrestling, Baseball, Softball	
Head	13 %
Assistant Varsity/10th Head	7.0%
Assistant 10th	5.0%
7th - 9th Grade Head	5.0%
7th - 9th Assistant	4.0%
Track (Girls and Boys), Volleyball and Cross Country	
Head	10 %
Assistant	6.0%
9th Head	5.0%
Assistant MS	4.0%
MS Cross Country	3.0%
Golf (B&G), Tennis (B&G), and Soccer Coach (Head)	6.0%
Assistant HS Soccer	4.0%
Additional for Combined Varsity Boys and Girls Teams	1.0%
Additional for Combined Valsity Boys and Cino reams	1.070
Athletic Trainer	13 %
Auditorium/Lighting	2.5%
Drama Director	5.0%
Fall Production	3.0%
Speech Director	5.0%
Cheerleader Director	8.0%
Vocal Music (HS)	10 %
Vocal Music (Middle School)	4.0%
Instrumental Music (HS)	10 %
Instrumental Music (Middle School)	4.0%
*Club Sponsors	2.5%
Publications (HS Director)	4.0%
Prom Supervisor	2.0%
Intramurals	3.0%
AV Coordinators	2.0%
Middle School Drama	5.0%
HS Student Council Supervisor	3.5%
Athletic Director	8.0%
MS Mock Trial	1.5%
HS Mock Trial	1.5%

^{*}Over on back of this sheet

*Club sponsorships do not include student activities attendant to vocational teaching positions, i.e. DECA, VICA, OE and FFA. All current or proposed compensated club sponsorships are subject to annual review and board approval and must submit the following information: (1) Definition of purpose; (2) By-laws and Constitution; (3) Definition of community service projects; (4) Definition of trips, if any; (5) Number and intervals of meetings as established per by-laws; (6) Current participation numbers and projected numbers for the following year. Information must be submitted by the current or proposed club sponsor prior to February 15 for the succeeding year to the building principal. If recommended by administration and approved by the Board, the club will be compensated according to the contractual stipend for the subsequent year.

SCHEDULE C

PROFESSIONAL DUES DEDUCTION AUTHORIZATION FORM

hereby authorizes said District to from the regular salary check of s payroll period in the month of Oc period ending in the month of Ap assigned to the Webster City Edu the Webster City Community Sch Community School District, each from any and all responsibility for The undersigned also acknowled	deduct the following designated professional dues said employee in equal shares commencing with the tober,, and continuing through the payroll ril, The dues so deducted are hereby ucation Association. The undersigned hereby releases nool District, the Board of Directors of the Webster City individual Board member, staff, and all administrators the application of the deduction authorized herein. Iges that this authorization is to continue in effect s revoked in writing by the thirty (30) calendar day nunity School District.
er er er e r er	Total Professional Dues: \$
thing in	
and the second s	
and the second s	Printed Name of Employee
	Signature of Employee
	Signature of Employee
Date	

25 To

PAYMENT FOR THE ADDITIONAL IN-SERVICE DAY

Each professional staff member will be paid his/her per diem salary for the additional In-Service day in twelve payments beginning with the September 20, 2006 paycheck. Part-time staff members will be paid on a pro-rated basis.

PAYMENT FOR ADDITIONAL PROFESSIONAL DEVELOPMENT

Monies will be expended as follows:

1. Be used to supplement the funding for the equivalent of one additional Professional Development Day if the allocation of funds provided for the additional day is insufficient.

Date: 7/12/06	
Tush Bahrenguy For the Education Association	
For the Education Association V	
Jul Shill	
For the District	

SCHEDULE D

GRIEVANCE REPORT

Webster City Community School District

		Building								
[Date									
				•						
	Name of	Aggrieved	Person	······································						
					•					
Data Griavana Gassuna	.									
Date Grievance Occurre	ea:									
Section(s) of Contract: _	·		· · · · · · · · · · · · · · · · · · ·							
	· ·									
Statement of Grievance					· · · · · · · · · · · · · · · · · · ·					
	1.0			,						
Relief Sought:					·					
			·							

WEBSTER CITY COMMUNITY SCHOOLS

Professional Evaluation

Educator	Assignment								
School Year	Building		High School	ol .					
	•								
	Exceeds	Meets	Needs	Not					
	District	District	Improvement	Observed					
	Standards	Standards							
AL JINSTRUCTIONAL CHARACTERESTICS									
1. Bases instruction on sound, measurable objectives			and the control of the state of						
2. Provides students with specific oral/written									
evaluative feedback				÷					
3. Utilizes appropriate evaluation activities									
4. Recognizes and provides for individual differences				·					
5. Helps students develop learning skills and work habits				•					
6. Communicates effectively with students									
7. Develops and maintains effective learning atmosphere									
in the classroom, uses time efficiently		_							
8. Gives directions skillfully									
9. Uses a variety of teaching strategies including			·						
new materials and techniques		<u> </u>							
10. Motivates, creates a desire to learn, enthusiastic									
11. Demonstrates sensitivity in relating to students									
12. Helps students develop postive self-concepts									
13. Helps students develop self-discipline and responsibility		,							
BETTROEESSEONAL GHARAGTERISMIGS END LE FILLE									
1. Works effectively with other school personnel		•							
2. Shows professional growth and is willing to keep									
curriculum and instruction practices current									
3. Supports school regulations and policies in a									
positive manner			İ						
4. Demonstrates appropriate and effective									
communications with parents			l	:					
5. Contributes willingly to success of total school			·						
program - shares ideas, solutions, expertise									
GERRESONALIGHARAGUERISTICS DE LA LETTE DE LA									
1. Projects positive image as an educator in school and									
community									
2. Manages stressful situations effectively									
3. Communicates effectively, both in oral and written form									
4. Is prompt and accurate in completing records and reports									
5. Reports promptly for work, meetings, and other duties									
6. Dresses appropriately									

NARRATIVE REPORT:

CEVALUATRON CONFERENCES	DATE:		
EVALUATOR	TEACHER	\	

The teacher's signature indicates only that the teacher and evaluator have discussed this evaluation and does not necessarily mean that the teacher is in agreement with the contents of this evaluation. The teacher may submit an explanation or other written statement regarding this evaluation for inclusion in his/her personal file (within five days of the evaluation conference date.)

Revised: January 1988



SCHEDULE F LEAVE BANK ENROLLMENT FORM WEBSTER CITY COMMUNITY SCHOOL DISTRICT

Webster City Education Association (WCEA) and Webster City Community Schools (WCCSD) have established a Leave Bank for the use of employees who experience a catastrophic illness, accident, or serious family illness as defined by Article XIIC of the Master Contract between WCEA and WCCSD. Participation in the Leave Bank is based on the following terms:

- Eligibility is based on the voluntary contribution of one-day of sick leave to the Leave Bank. Days contributed to the bank become the property of the Bank and will not be returned to the employee, except under eligible use of the Bank days as defined by Article XIII Section H.5 in the Master Contract.
- Enrollment will take place during opening workshop each school year but in no case later than September 10 and will entitle the enrolling employee to membership until revoked in writing by the employee.
- Eligibility for use of Leave Bank days is based on timely volunteer participation in the Leave Bank through the filing of this form. Eligible employees must provide evidence of a catastrophic illness, accident, or serious family illness and have exhausted all available leave including personal sick leave (when appropriate) without being eligible for long term disability, worker's compensation, and/or social security disability.
- Use of Leave Bank days is limited to 20 days in one school year.
- Eligible employees who use Leave Bank days will be required to pay back the days used at a minimum rate of ½ of the annual sick leave days each year unless retiring at age 62 or on permanent disability.

I agree to the terms of the Leave Bank as defined in the WCEA Master Contract Article XIII Section H and wish to contribute ONE DAY of sick leave to the Leave Bank. I understand that this enrollment is a term of my eligibility to access the bank if necessary and that my membership remains in effect until revoked in writing by myself. I further understand that days contributed to the Bank become the property of the Bank and will not be returned even upon revocation of membership.

Signature of Employee	Date of Enrollment
Signature of Superintendent	Date of Acceptance

ISEA/IASB 2007-08 TENTATIVE AGREEMENT SURVEY -- IOWA TEACHER NEGOTIATIONS ISEA RESPONSE FORM

832-9200 ₽ × TELEPHONE # (515) F.T.E. STAFF (EXCL. NURSES) TO COST SETTLEMENT # 101.429 SPEC. ED. & CHAP. I TEACHERS ARE INCLUDED: ALL TOTALS AND SUBTOTALS (#1 THRU #17) SHOULD BE BASED ON ABOVE F.T.E. Mike Sherwood PERSON REPORTING_ WEBSTER CITY SCHOOL DISTRICT

	(a)	% INC (C/A) X 100	4.48%						4.51%		4.57%						1.83%	4.14%			4.42%
2007-08	(0)	B-A	178349	7863	0	0	0	365	186577	10359	196936	11484	0	2757	295	0	14536	211472	15066	24849	251386
ESTIMATED 2007-08	(B)	2007-08	4155150	62514	0	0	100840	9483	4327986	180427	4508413	635844	0	160704	6763	4360	807671	5316084	344894	272759	5933737
	(A)	70-9007	3976801	54651	0	0	100840	9118	4141409	170068	4311477	624360	0	157948	6467	4360	793135	5104612	329828	247910	5682350
			1. SALARY SCHEDULE COST	2. CAREER/LONGEVITY PAY NOT IN #1	3. PHASE I NOT IN #1 w/o FICA/IPERS	\$23,000 MINIMUM DOLLARS	4. PHASE II NOT IN #1 w/o FICA/IPERS	5. EXTENDED CONTRACTS NOT IN #1	6. SALARY SUBTOTAL (Add #1 thru #5)	7. EXTRA-CURRICULAR/SUPP. PAY	8. TOTAL SAL. W/SUPP. (Add #6 & #7)	9. HEALTH/MAJOR MEDICAL	ADDED TSA FOR THOSE TAKING SINGLE	10. FAMILY H/MM	11. LTD (.15% X TOTAL SAL & SUPP)	12. LIFE (124 X \$.1172 X 25 X 12 MO)	13. TOTAL INSURANCE (Add #9 thru #12)	14. TOTAL W/O FICA/IPERS (Add #8 & #13)	15. FICA ON TOTAL SALARY W/SUPP. (#8 x .0765)	16. IPERS ON TOTAL SALARY W/SUPP. (#8 x .0575) *	17. TOTAL WITH FICA/IPERS (Add #14 + #15 + #16)

2006-07 \$ 26450; 2007-08 \$ HIRING SALARY FOR BEGINNING TEACHERS (\$23,000+):

27225

(Cost estimates are based on current staff; actual costs may vary.)

BASE NUMBER USED TO CALCULATE SALARY SCHEDULE CELLS:

Signature of Person Reporting +0.00% \$1,324.70 \$529.87 +\$775 ACTUAL ACTUAL 4.00% \$75 \$0 2006-07 \$ 26450; 2007-08 \$ PROJECTED SINGLE % INC = PROJECTED FAMILY % INC = FAM CONT = SINGLE + TSA FOR THOSE TAKING SINGLE = BA CAREER INCREMENT =

+0.00%

5.00%

1st MA CAREER INCREMENT = 2nd MA CAREER INCREMENT =

+0.00%

^{*} includes going from 5.75% to 6.05% in 2007-08

Colored Marie Part Section Par	WEBSTER CITY COMMUNITY SCHOOL DISTRICT	MMUNITY SCH	100L DISTI	RICT							BA CI =	\$1,089		
SCHEDULE TOTAL SCHEDULE SOLICIONAL FALSE TOTAL SALARY PHASE II 2.000-01 LAMENT LAMENT LAMENT PHASE II CI SALARY SALARY			BA BASE						BASE	27225		\$1,361		
SALATY PHASE C SALATY ANNESTED INDEX SOLIDULE	ELEMENTARY SCHOO						TOTAL			21	ND MA CI =	\$1,634	TOTAL	
March Marc	NAME	IANE/CTED) L	SCHEDULE	= LO	ō	2006-07	() () () () () () () () () ()	1	SCHEDULE	1	ē	2007-08	
1,14,12, 1,14,12,12, 1,14,12,12, 1,14,12,12, 1,14,12,12, 1,14,12,12, 1,14,12,12, 1,14,12,12, 1,14,12,12, 1,14,12,12, 1,14,12,12, 1,14,12,12, 1,14,12,12, 1,14,12,12, 1,14,12,12, 1,14,12,12, 1,14,12,12, 1,14,12,12, 1,14,12,12, 1,14,12,12	ARBAS DODIS	BA130 12	1 67	SALARY		5 5	SALARY	CANE/SIEP	INDEX	SALARY	PHASE II	<u></u>	SALARY	S INC
44466 9999 45844 MAAA LACAT 1 74 4 7797 0 999 45844 46844 46844 46844 46844 46844 46844 46844 46847 46847 46847 999 46847 46847 46847 46847 999 46847 46847 46847 999 46849 999 46849 999 46849 999 46849 999 46849 999 46849 999 46849 999 46849 999 46849 999 46849	BERTRAN KATIF	BA-3 (524)	57	144172	524	800	46229	BA+30-13	1.67	45466	999	1089	47554	1325
90419 906 34471 BA-403 119 57206 999 1001 94464 906 1687 36913 119 37206 999 1000 94464 906 1687 36921 BA-104 122 49500 999 1000 9447 906 168 1687 36460 BA-104 122 49500 999 168 161 4013 906 168 1684 1684 168 46400	CACUE IN KARI A	MA-13	1 70	74065	900		75057	MA 44	0.03	07627	926		10001	1009
34914 999 1597 84-9 177 37299 999 1897 3951 84-9 177 37299 999 1687 39724 84-9 178 37299 999 1687 37249 184-0 172 38251 999 1687 37249 184-0 172 38251 999 1687 37249 184-0 38251 999 1687 37240 999 1687 37240 999 1687 37240 999 1687 37240 999 1687 37240 999 1687 44040 999 1687 37240 999 1687 37240 999 1687 37240 999 1687 37240 999 1688 46737 37240 999 1688 46737 37240 999 1688 46737 37240 999 1688 46737 37240 999 1688 46737 37240 999 1688 46737 37240 999 1788 37240	DAVIS, JAIME	BA+30-2	1.15	30418	666		31417	RA+30-3	1 10	32308	000		33307	1080
49139 189 </td <td>DUNHAM, DEB</td> <td>BA-8</td> <td>1.32</td> <td>34914</td> <td>666</td> <td></td> <td>35913</td> <td>BA-9</td> <td>1.37</td> <td>37298</td> <td>000</td> <td></td> <td>38207</td> <td>2384</td>	DUNHAM, DEB	BA-8	1.32	34914	666		35913	BA-9	1.37	37298	000		38207	2384
46173 999 1587 5075 MA-30-14 182 36550 999 1581 5075 46173 989 1561 5049 MA-30-14 172 32215 999 1581 5010 46178 989 1661 5049 MA-15-14 172 4646 999 1581 5010 4778 989 1681 5049 MA-15-14 172 4646 999 1681 5010 4477 989 1682 4625 BA-20-13 167 4646 989 1681 567 4477 989 1088 4625 BA-20-13 167 4646 989 1681 4673 4477 989 1088 46229 BA-30-13 167 4646 989 1681 4673 23268 989 1088 46229 BA-420-13 167 4646 989 1681 4678 44477 989 1088 46229 BA-420	ELKIN, JAMIE	BA+10-7	1.31	34650	666		35649	BA+10-8	1.36	37026	566		38025	2377
47081 999 1994 1946 BA-30-14 122 323-15 999 1361-1 999 1361-1 999 1361-1 999 1361-1 999 1361-1 999 1562-1 999 1562-1 999 1562-1 999 1562-1 999 1562-1 999 1562-1 999 1562-1 999 1562-1 999 1562-1 999 1562-1 999 1562-1 999 1562-1 999 1562-1 999 <t< td=""><td>FOSTER, DONNA</td><td>MA+30-14</td><td>1.82</td><td>48139</td><td>666</td><td>1587</td><td>50725</td><td>MA+30-14</td><td>1.82</td><td>49550</td><td>666</td><td>1634</td><td>52182</td><td>1457</td></t<>	FOSTER, DONNA	MA+30-14	1.82	48139	666	1587	50725	MA+30-14	1.82	49550	666	1634	52182	1457
46730 989 1661 56499 MA-150-14 172 46590 989 1581 5699 1681 5699 1681 5699 1681 5699 1681 5699 1682 5690 1687 5793 3693 1682 4685 84-20-13 164 4646 989 1684 5675 4675	HANSEN, RACHAEL	BA-5	1.17	30947	666		31946	BA-6	1.22	33215	666	2	34214	2268
47081 999 1058 48667 MA-16-14 1 72 44646 999 1634 45705 43776 999 1008 45435 BA-70-13 1 42 38660 999 1089 46727 44172 999 1068 45435 BA-70-13 1 42 38660 999 1089 46729 4377 999 1068 45436 BA-70-13 1 67 44669 999 1089 46729 22289 999 1068 45426 BA-70-13 1 67 44669 999 1089 46729 22289 999 1068 45229 BA-70-13 1 67 44669 999 1089 47554 43772 999 1068 46229 BA-70-13 1 67 45466 999 1089 47554 22289 899 1068 46229 BA-70-13 1 67 45466 999 1089 47554 44172 999 1068 <t< td=""><td>HARDING, DUANE</td><td>MA+30-14</td><td>1.82</td><td>48139</td><td>666</td><td>1361</td><td>50499</td><td>MA+30-14</td><td>1.82</td><td>49550</td><td>666</td><td>1361</td><td>51910</td><td>1411</td></t<>	HARDING, DUANE	MA+30-14	1.82	48139	666	1361	50499	MA+30-14	1.82	49550	666	1361	51910	1411
44772 999 1068 44445 BA-2D-13 1 64 44649 999 1088 46777 44772 999 1068 46229 BA-3D-13 1 64 44649 999 1089 47554 44772 999 1068 46229 BA-3D-13 1 67 45469 999 1089 47554 44772 999 1089 1088 46229 BA-3D-13 1 67 45469 999 1089 47554 22280 999 1089 1088 47524 18 47021 999 1089 47524 22280 BA-3D-13 1 67 44649 999 1089 47524 22280 BA-3D-13 1 67 45466 999 1089 47524 22866 999 1088 46229 BA-2D-13 1 67 45466 999 1089 47554 23862 1089 1088 46229 BA-2D-13 1 67 45466 999 <	HILL, DIANA		1.78	47081	666	1587	49667	MA+15-14	1.78	48461	666	1634	51093	1426
44172 999 17236 BA-10 142 38660 999 1086 47564 44378 999 1056 46230 BA-10-13 164 44469 999 1089 46754 44378 989 1058 46529 BA-10-13 164 44649 999 1089 46754 23565 989 1058 46529 BA-10-13 167 44469 999 1089 46754 23566 989 1058 46229 BA-20-13 167 44400 999 1069 46754 23567 989 1058 46229 BA-20-13 167 46466 999 1069 47554 44172 989 1058 46229 BA-20-13 167 46466 999 1069 47554 44172 989 1058 46229 BA-20-13 167 46466 999 1069 47554 42006 999 1058 46229 BA-30-1	HINDERKS, MARY JANI	_	1.64	43378	666	1058	45435	BA+20-13	1.64	44649	666	1089	46737	1302
44378 989 1058 44523 BA+20-13 167 45469 999 1089 47554 44378 989 1058 46239 BA+20-13 167 45469 999 1068 47554 37659 989 1058 38268 BA+11 167 45469 999 1089 47554 22586 989 33268 BA+20-13 167 45469 999 1089 47554 22586 989 1058 28565 BA+20-13 167 45466 999 1089 47554 44172 989 1058 46229 BA+20-13 167 45466 999 1089 47554 44172 989 1058 46229 BA+20-13 167 45466 999 1089 47554 4406 999 1058 46229 BA+20-13 167 45466 999 1089 47554 44172 999 1058 46229 BA+20-13	HISLER, CHAD	BA-9	1.37	36237	666		37236	BA-10	1.42	38660	666		39659	2423
44712 989 1058 465.35 BA+20-13 1 64 46440 989 1068 46737 27559 989 1056 48529 BA+10-13 1 67 4001 989 1068 46737 27559 989 1058 48529 BA+10-13 1 67 4002 989 1068 41020 23586 989 1058 4629 BA+20-13 1 67 46466 989 1088 47554 44172 989 1058 46229 BA+20-13 1 67 45466 989 1088 47554 44172 989 1058 46729 BA+20-13 1 67 45466 989 1088 47554 44172 989 1058 46729 BA+20-13 1 67 45466 989 1088 47554 44172 989 1058 46729 BA+20-13 1 67 45466 989 1089 1 7554 44022 889 1058 <t< td=""><td>HUTCHINSON, LINDA</td><td>BA+30-13</td><td>1.67</td><td>44172</td><td>666</td><td>1058</td><td>46229</td><td>BA+30-13</td><td>1.67</td><td>45466</td><td>666</td><td>1089</td><td>47554</td><td>1325</td></t<>	HUTCHINSON, LINDA	BA+30-13	1.67	44172	666	1058	46229	BA+30-13	1.67	45466	666	1089	47554	1325
44712 999 1058 BA+30-13 167 4546 999 47654 32769 999 38268 BA+1 1.26 34301 999 47654 32769 999 1088 38268 BA+0.13 1.26 34307 999 36308 28566 999 1088 46229 BA+20.13 167 45466 999 1089 47554 44172 999 1088 46229 BA+20.13 167 45466 999 1089 47554 44172 999 1089 46229 BA+20.13 167 45466 999 1089 47554 44172 999 1088 46229 BA+20.13 167 45466 999 1089 47554 44172 999 1088 46229 BA+20.13 167 45466 999 1089 47554 44172 999 1088 44112 BA+10.13 158 47646 999 1089 </td <td>KENNEDY, ROSINE</td> <td>BA+20-13</td> <td>1.64</td> <td>43378</td> <td>666</td> <td>1058</td> <td>45435</td> <td>BA+20-13</td> <td>1.64</td> <td>44649</td> <td>666</td> <td>1089</td> <td>46737</td> <td>1302</td>	KENNEDY, ROSINE	BA+20-13	1.64	43378	666	1058	45435	BA+20-13	1.64	44649	666	1089	46737	1302
372569 999 38556 BA-11 147 40021 999 41020 37269 999 38556 BA-41 172 34304 999 31491 44172 999 1068 46521 BA-50.13 167 46466 999 1089 47554 44172 999 1068 46229 BA-70.13 167 46466 999 1089 47554 42006 500 529 23114 BA+30.13 167 46466 999 1089 47554 44172 999 1068 46229 BA+30.13 167 46466 999 1089 47554 42006 999 1068 46229 BA+30.13 167 46466 999 1089 47554 44172 999 1068 46229 BA+30.13 167 45466 999 1089 47554 44172 999 1068 46229 BA+30.13 167 45466 999 <td>KIDNEY, LINDA</td> <td>BA+30-13</td> <td>1.67</td> <td>44172</td> <td>666</td> <td>1058</td> <td>46229</td> <td>BA+30-13</td> <td>1.67</td> <td>45466</td> <td>666</td> <td>1089</td> <td>47554</td> <td>1325</td>	KIDNEY, LINDA	BA+30-13	1.67	44172	666	1058	46229	BA+30-13	1.67	45466	666	1089	47554	1325
32266 899 35268 MA-4 1.26 34304 999 35203 33568 999 34561 BA-4 1.12 35049 999 36303 44172 999 1058 44501 1.12 30492 999 1069 47554 44172 999 1058 46229 BA-4013 1.67 45466 999 1089 47554 44172 999 1058 46229 BA-4014 1.87 36466 999 1089 47554 2006 529 23144 BA-4014 1.67 45466 999 1089 47554 2007 999 1058 46229 BA-4014 1.67 45466 999 1089 47554 44172 999 1058 46229 BA-4013 1.67 45466 999 1089 47554 44172 999 1058 46229 BA-4013 1.67 45466 999 1089 47554	LARSON, MELISSA		1.42	37559	666		38558	BA-11	1.47	40021	666		41020	2462
28562 989 132 35397 989 38936 28668 989 1068 4551 BA+30-13 167 45466 999 1089 47554 44172 989 1068 46229 BA+30-13 167 45466 999 1089 47554 44172 989 1058 46229 BA+30-13 167 45466 999 1089 47554 34386 989 1058 46229 BA+30-13 167 45466 999 1089 47554 42056 989 1058 44113 BA+10-13 159 47526 999 1089 47554 44172 989 1058 44113 BA+10-13 159 47566 999 1089 47554 44172 989 1058 46229 BA+20-13 167 45466 999 1089 47554 44172 989 1058 46229 BA+30-13 17 45466 999 <td>MCCORMICK, ANDREW</td> <td>-</td> <td>1.22</td> <td>32269</td> <td>666</td> <td></td> <td>33268</td> <td>MA-4</td> <td>1.26</td> <td>34304</td> <td>666</td> <td></td> <td>35303</td> <td>2035</td>	MCCORMICK, ANDREW	-	1.22	32269	666		33268	MA-4	1.26	34304	666		35303	2035
4112 999 999 2996 31491 44172 999 1058 46229 BA-4 1.12 30429 999 1084 46229 BA-40.13 167 45466 999 1089 47554 44172 999 1058 46229 BA-30-13 167 45466 999 1089 47554 22086 500 529 3534 BA-40-13 167 45466 999 1089 47554 4172 999 1058 46229 BA-30-13 167 45466 999 1089 47554 4172 999 1058 46229 BA-40-13 167 45466 999 1089 47554 44172 999 1058 46229 BA-30-13 167 45466 999 1089 47554 44172 999 1058 46229 BA-30-13 167 45466 999 1089 47554 44022 9186 1058	MCKINNEY, MARTY	BA-7	1.27	33592	666		34591	BA-8	1.32	35937	666		36936	2346
44172 999 1068 46229 BA+20-13 167 45466 999 1089 47554 44172 999 1058 46229 BA+20-13 167 45466 999 1089 1058 3436 500 529 2314 BA+20-13 15 64 22733 500 545 23777 44172 999 1058 44113 BA+10-13 167 45466 999 1089 47554 44172 999 1058 44113 BA+10-13 167 45466 999 1089 47554 44172 999 1058 46229 BA+10-13 167 45466 999 1089 47554 44172 999 1058 46229 BA+30-13 167 45466 999 1089 47554 44172 999 1058 46229 BA+30-13 167 45466 999 1089 47554 44172 999 1058	MINGUS, CJ	BA-3	1.08	28566	666		29565	BA-4	1.12	30492	666		31491	1926
44772 999 1058 4450-13 1 67 45466 999 1058 47554 22086 500 529 23114 BA+20-13 (5) 0.84 22734 500 545 23775 22086 500 529 23114 BA+30-13 (5) 0.84 22733 500 545 23775 44772 999 1058 44513 BA+10-13 1.67 45466 999 1089 47554 44172 999 1058 46229 BA+30-13 1.67 45466 999 1089 47554 44172 999 1058 46229 BA+30-13 1.7 45466 999 1089 47554 44172 999 1058 46229 BA+30-13 1.7 45466 999 1089 47554 46023 999 1587 46609 MA-4 1.14 47372 999 1089 47554 2866 999 1058 46229 B	MOENCK, LINDA	BA+30-13	1.67	44172	666	1058	46229	BA+30-13	1.67	45466	666	1089	47554	1325
34885 999 35384 BAA-20-7 1.35 36754 999 37753 22008 500 529 23144 BAA-30-13 (5) 0.84 2373 500 545 23777 44172 999 1058 46229 BA+30-13 (5) 0.84 45366 999 1069 47554 42056 999 1058 46229 BA+30-13 1.67 45466 999 1069 47554 44172 999 1058 46229 BA+30-13 1.67 45466 999 1089 47554 44172 999 1058 46229 BA+30-13 1.67 45466 999 1089 47554 44172 999 1058 46229 BA+30-13 1.67 45466 999 1089 47554 44073 999 1058 46229 BA+30-13 1.67 45466 999 1089 47554 44172 999 1058 46229 BA+30-13 <td>NELSON, KORRINE</td> <td>BA+30-13</td> <td>1.67</td> <td>44172</td> <td>666</td> <td>1058</td> <td>46229</td> <td>BA+20-13</td> <td>1.67</td> <td>45466</td> <td>666</td> <td>1089</td> <td>47554</td> <td>1325</td>	NELSON, KORRINE	BA+30-13	1.67	44172	666	1058	46229	BA+20-13	1.67	45466	666	1089	47554	1325
4,172 6,04 2,273 500 545 23777 4,206 500 6,26 6,273 6,04 2,273 500 545 23777 4,206 999 1058 44173 BA+30-13 1,57 45466 999 1089 47554 4,206 999 1058 46229 BA+30-13 1,57 45466 999 1089 47554 4,4172 999 1058 46229 BA+30-13 1,67 45466 999 1089 47554 4,4172 999 1058 46229 BA+30-13 1,67 45466 999 1089 47554 4,4172 999 1058 46229 BA+30-13 1,74 47372 999 1089 47554 35708 999 1058 A5209 MA-14 1,74 47372 999 167 47046 999 167 47046 35708 999 1058 A5213 MA-14 1,74 <td>NELSON, MICHELLE</td> <td>BA+20-6</td> <td>1.30</td> <td>34385</td> <td>666</td> <td></td> <td>35384</td> <td>BA+20-7</td> <td>1.35</td> <td>36754</td> <td>666</td> <td></td> <td>37753</td> <td>2369</td>	NELSON, MICHELLE	BA+20-6	1.30	34385	666		35384	BA+20-7	1.35	36754	666		37753	2369
44172 999 1068 46229 BA+30-13 1.67 45466 999 1089 47554 34660 999 1058 46229 BA+30-13 1.67 45466 999 1089 47554 44172 999 1058 46229 BA+30-13 1.67 45466 999 1089 47554 44172 999 1058 46229 BA+30-13 1.67 45466 999 1089 47554 44172 999 1058 46229 BA+30-13 1.67 45466 999 1089 47554 44172 999 1687 46229 BA+30-13 1.67 45466 999 1089 4754 44172 999 1687 4649 1.40 38115 38114 38114 43708 999 1688 46236 BA+20-8 1.40 48469 999 1084 47554 44172 999 1058 45236 BA+20-8 <t< td=""><td>OLSON, GAYLE</td><td>BA+30-13 (.5)</td><td>0.84</td><td>22086</td><td>200</td><td>529</td><td>23114</td><td>$\overline{}$</td><td>0.84</td><td>22733</td><td>200</td><td>545</td><td>23777</td><td>663</td></t<>	OLSON, GAYLE	BA+30-13 (.5)	0.84	22086	200	529	23114	$\overline{}$	0.84	22733	200	545	23777	663
45266 999 1058 44413 BA+10-13 1,59 45286 999 1068 45376 39025 45376 3909 1089 47554 4754 39025 44172 3999 1068 46229 BA+30-13 1,67 45466 999 1089 47554 4754 45466 999 1089 47554 4754 4754 390 1089 47564 47764 47372 47762 47764 47764 47764 47764 47764 47764 47764 47764 47764 47764 47764	ROBB, JOANN	BA+30-13	1.67	44172	666	1058	46229	BA+30-13	1.67	45466	666	1089	47554	1325
34650 999 35649 MA-6 1.36 37026 999 1089 47554 44172 999 1058 46229 BA+30-13 167 45466 999 1089 47554 44172 999 1058 46229 BA+30-13 167 45466 999 1089 47554 44172 999 1058 46229 BA+30-13 167 45466 999 1089 47554 44072 999 1058 46229 BA+30-13 167 45466 999 1089 47554 28566 999 1058 46229 BA+30-13 167 45469 999 1089 46734 28566 999 1058 45435 BA+20-13 146 4969 1684 46736 37206 999 1058 45435 BA+20-13 146 44649 999 1089 46734 44172 999 1058 46229 BA+30-13 146	SCHOLIENS, DAWN	BA+10-13	1.59	42056	666	1058	44113	BA+10-13	1.59	43288	666	1089	45376	1263
44172 999 1058 46229 BA+30-13 1 67 45466 999 1089 47554 32269 999 1058 46229 BA+30-13 1 67 45466 999 1089 47554 44172 999 1058 46229 BA+30-13 1 67 45466 999 1089 47554 44172 999 1058 46229 BA+30-13 1 67 45466 999 1089 47554 46023 999 1058 46239 BA+20-8 1 40 38115 999 1089 46737 35708 999 1058 46435 BA+20-8 1 40 38115 999 1089 46737 37206 999 1058 46229 BA+20-8 1 40 38115 999 1089 46737 37206 999 1058 46229 BA+20-8 1 40 38116 999 1089 47554 44172 999 1058 4	SIEELE, MICHELLE	MA-5	1.31	34650	666		35649	MA-6	1.36	37026	666		38025	2377
44172 999 1058 46229 BA+30-13 167 45466 999 1089 47554 4909 1058 46229 BA+30-13 167 34576 999 1089 47554 44172 999 1058 46229 BA+30-13 174 45466 999 1634 50004 28566 999 1058 46229 BA+20-13 140 38145 999 1634 50004 35706 999 1058 45435 BA+20-13 144 47372 999 1684 46737 37265 999 1058 45435 BA+20-13 144 44649 999 1089 46738 37265 999 1058 45435 BA+20-13 144 44649 999 1089 46738 1343155 3394 20405 138749 999 1089 47554 44172 999 1058 46229 BA+30-13 167 45466 <td< td=""><td>TOWARD JULIE</td><td>BA+30-13</td><td>1.67</td><td>44172</td><td>666</td><td>1058</td><td>46229</td><td>BA+30-13</td><td>1.67</td><td>45466</td><td>666</td><td>1089</td><td>47554</td><td>1325</td></td<>	TOWARD JULIE	BA+30-13	1.67	44172	666	1058	46229	BA+30-13	1.67	45466	666	1089	47554	1325
44772 999 32575 44772 999 1089 35575 44072 999 1089 47554 46072 999 1089 47564 999 1089 47564 46072 999 1887 48609 MA-14 1.12 30492 999 1634 5004 28566 999 1987 48609 MA-14 1.12 30492 999 1634 47544 50044 28566 999 1058 45435 BA+20-13 1.46 30492 999 1634 4754 43376 999 1058 46235 BA+20-13 1.46 3049 999 1078 4754 44172 999 1058 46229 BA+30-13 1.67 45466 999 1089 47554 44172 999 1058 46229 BA+30-13 1.67 45466 999 1089 47554 44172 999 1058 <t< td=""><td>LOWASHEWSKY, BEV</td><td>BA+30-13</td><td>1.67</td><td>44172</td><td>666</td><td>1058</td><td>46229</td><td>BA+30-13</td><td>1.67</td><td>45466</td><td>666</td><td>1089</td><td>47554</td><td>1325</td></t<>	LOWASHEWSKY, BEV	BA+30-13	1.67	44172	666	1058	46229	BA+30-13	1.67	45466	666	1089	47554	1325
44172 999 1058 46229 BA+30-13 167 45466 999 1034 47554 46023 999 1587 48609 MA-14 1.74 47372 999 1634 50004 28566 999 1687 28666 BA+20-8 1.40 38115 999 1634 50004 35708 999 1058 36707 BA+20-13 1.64 44649 999 1089 46737 43378 999 1058 38294 MA-8 1.46 38149 46737 6746 1343155 33994 20405 BA+30-13 1.67 45466 999 1089 47554 44172 999 1058 46229 BA+30-13 1.67 45466 999 1089 47554 44172 999 1058 46229 BA+30-13 1.67 45466 999 1089 47554 44172 999 1058 46229 BA+30-13	VULGAMOII, DENISE	BA-6	1.22	32269	666		33268	BA-7	1.27	34576	666		35575	2307
46023 999 1587 48609 MA-14 174 47372 999 1634 50004 28566 999 29665 BA-4 1.12 30492 999 13491 38708 999 36707 BA+20-13 1.64 44649 999 1089 46737 43378 999 1058 45435 BA+20-13 1.46 39749 999 40748 43785 33994 20405 1397555 A6229 BA+30-13 1.67 45466 999 1089 47554 44172 999 1058 46229 BA+30-13 1.67 45466 999 1089 47554 44172 999 1058 46229 BA+30-13 1.67 45466 999 1089 47554 44172 999 1058 46229 BA+30-13 1.67 45466 999 1089 47554 44172 999 1058 46229 BA+30-13 1.67	WEAVER, BERINA	BA+30-13	1.67	44172	666	1058	46229	BA+30-13	1.67	45466	666	1089	47554	1325
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403230 9492 8729 421450 436244 1746386 43486 29134 1819005 1821268 43486 29948 1894701	WEBB, CATHY	MA+15-14	1.78	47081	666	1587	49667	MA+15-14	1.78	48461	666	1634	51093	1426
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BA+30-13 (30462) 1.51 39958 904 957 BA+10-13 1.59 42056 999 1058 BA+10-13 1.64 43378 999 1058 BA+20-13 1.64 43378 999 1058 BA+10-4 1.164 43378 999 1058 BA+30-13 1.67 44172 999 1058 BA+30-13 1.67 44172 999 1058 BA+10-8 1.36 35269 999 1058 BA+10-1 1.04 27568 999 1058 BA+20-1 1.07 26450 999 1058 BA+10-1 1.67 44172 999 1058 BA+10-1 1.60 42320 999 1058 BA+20-13 1.67 44172 999 1058 BA+30-13 1.67 44172 999 1058 BA+30-13 1.64 43378 999 1058 BA+30-13 1.64	BA+30-12	1.63	44377	666		45376	2586
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BA+20-13 1.64 43378 999 1058 BA+10-4 1.16 30682 999 1058 BA+10-4 1.16 44172 999 1058 BA+30-13 1.67 44172 999 1058 BA+10-8 1.36 35972 999 1058 BA+10-1 1.04 27508 999 1058 BA+10-1 1.04 27508 999 1058 BA+20-9 1.45 38353 999 1058 BA+30-13 1.67 44172 999 1058 BA+30-13 1.64 43378 999 1058 BA+30-13 1.64 43172 999 1058 BA+30-13 1.67 <td>BA+20-13</td> <td>1.64</td> <td>44649</td> <td>666</td> <td>1089</td> <td>46737</td> <td>1302</td>	BA+20-13	1.64	44649	666	1089	46737	1302
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BA+10-1 1.50 0.5172 999 BA+10-1 1.61 4.2585 999 BA+10-1 1.04 2.7508 999 BA+10-1 1.04 2.7508 999 BA+10-1 1.00 26450 999 BA+10-1 1.00 26450 999 BA+10-1 1.00 26450 999 BA+10-1 1.67 44172 999 BA+20-12 1.65 43320 999 BA+30-13 1.67 44172 999 BA+30-13 1.67 44172 999 BA+30-13 1.64 43378 999 BA+30-13 1.64 44378 999 BA+30-13 1.67 44172 999 BA+10-8 1.12	BA+40.0	2.4	38387	000	3	30386	2415
MA-11 1,01 4,256 999 BA-6 1,22 32269 999 BA-70-9 1,45 38353 999 BA-10-1 1,004 27508 999 BA-10-9 1,45 38353 999 BA-10-1 1,00 26450 999 BA-10-1 1,67 44172 999 BA-20-12 1,60 42320 999 BA+30-13 1,67 44172 999 BA+30-13 1,67 44023 999 BA+30-13 1,67 44023 999 BA+30-13 1,67 44023 999 BA+30-13 1,67	AA 42	1.1	45404	000		46103	2800
BA+10-1 1.04 2/706 999 BA+20-9 1.45 38269 999 BA+20-9 1.45 38353 999 BA+10-9 1.67 44172 999 BA+30-13 1.67 44172 999 BA+30-12 1.60 42320 999 BA+30-13 1.67 44172 999 BA+4 1.74 46023 999 BA+30-13 1.67 44172 999 BA+30-13 1.67 44172 999 BA+4 1.74 46023 999 BA+4 1.74 460	21-AN	8 6	40.194	666		40193	4005
BA-20-9 1.22 32269 999 BA+20-9 1.45 38353 999 1058 BA+20-13 1.67 44172 999 1058 BA+30-13 1.67 443643 999 1058 BA+20-12 1.60 42320 999 1058 BA+30-13 1.67 44172 999 1058 BA+30-13 1.67 441	BA+10-2	20.1	29403	666		20402	200
BA+20-9 1.45 38353 999 BA+30-13 1.00 26450 999 1058 BA+30-13 1.67 44172 999 1058 BA+20-12 1.60 42320 999 1058 BA+20-13 1.26 33327 999 1058 BA+30-13 1.67 44172 999 1058 BA+4 1.74 46023 999 1058 BA+30-13 1.67 44172 999 1058 BA+4 1.72 29624 999 1058 BA+10-8 1.36 35972 999 1058	BA-/	1.2/	345/0	888	+	2227.3	7067
BA-1 1.00 26450 999 BA+30-13 1.67 44172 999 1058 BA+20-12 1.60 42320 999 1058 BA+20-12 1.60 42320 999 1058 BA+10-6 1.26 33327 999 1058 BA+30-13 1.67 44172 999 1058 BA+30-13 1.67 44172 999 1058 BA+30-13 1.67 44172 999 1058 BA-14 1.74 46023 999 1058 BA-30-13 1.67 44172 999 1058 BA+30-13 1.67 44172 999 1058 BA+30-13 1.67 44172 999 1058 BA+30-13 1.67 44172 999 1058 BA-4 1.12 29624 999 1058 BA+30-13 1.67 44172 999 1058 BA-4 1.12 29624	BA+20-10	1.50	40838	666	- ! - ! 	4183/	2485
BA+30-13 1.67 44172 999 1058 MA+16-11 1.65 43643 999 1058 BA+20-12 1.26 33327 999 1058 BA+30-13 1.67 44172 999 1058 BA+30-13 1.67 44172 999 1058 BA+30-13 1.64 43378 999 1058 BA+11 1.74 46023 999 1058 BA+20-13 1.64 43378 999 1058 BA+30-13 1.67 44172 999 1058 BA+10-8 1.16 42585 999 1058 BA+10-8 1.36 35972 999 1058 BA+20-13 167 43778 999 1058 BA+20-13 167 43772 999 <t< td=""><td>BA-2</td><td>40.1</td><td>28314</td><td>666</td><td></td><td>29313</td><td>1804</td></t<>	BA-2	40.1	28314	666		29313	1804
MA-15-11 1.65 43643 999 BA+20-12 1.60 42320 999 BA+30-13 1.26 33327 999 1058 BA+30-13 1.67 44172 999 1058 BA+30-13 1.67 44172 999 1058 BA+30-13 1.67 44172 999 1058 BA+30-13 1.64 43378 999 1058 BA+11 1.47 3882 999 1058 BA+30-13 1.67 44172 999 1058 BA+30-13 1.67 44023 999 1058 BA+30-13 1.67 44172 999 1058 BA+30-13 1.67 44172 999 1058 BA+4 1.12 29624 999	BA+30-13	1.67	45466	666	1089	47554	1325
BA+20-12 1.60 42320 999 BA+10-6 1.26 33327 999 1058 BA+30-13 1.67 44172 999 1058 BA+30-13 1.67 44172 999 1058 BA+30-13 1.67 44172 999 1058 BA+30-13 1.64 43378 999 1058 BA+10 1.47 38882 999 1058 BA+30-13 1.67 44172 999 1058 BA+30-13 1.67 44172 999 1058 BA+30-13 1.67 44023 999 1058 BA+30-13 1.67 44023 999 1058 BA+4 1.12 29624 999 1058 BA+4 1.12 29624 999 1058 BA+10-8 1.36 35972 999 1058 BA+20-13 167 44372 999 1058	MA+15-12	1.70	46283	666		47282	2640
BA+10-6 1.26 33327 999 BA+30-13 1.67 44172 999 1058 BA+30-13 1.67 44172 999 1058 BA+30-13 1.67 44172 999 1058 BA+10-13 1.64 43378 999 1058 BA+10-13 1.64 43378 999 1058 BA+30-13 1.67 44172 999 1058 BA+30-13 1.67 44172 999 1058 BA+30-13 1.67 44172 999 1058 BA+30-13 1.67 44023 999 1058 BA+30-13 1.67 44023 999 1058 BA+4 1.12 29624 999 1058 BA+4 1.12 29624 999 1058 BA+10-8 1.36 35972 999 1058 BA+10-8 1.64 43378 999 1058 BA+20-13 1.67 44172	BA+20-13	1.64	44649	666		45648	2329
BA+30-13 1.67 44172 999 1058 BA-2 1.04 27508 999 1058 BA+30-13 1.67 44172 999 1058 BA-14 1.74 46023 999 1058 BA-13 1.64 43378 999 1058 BA-8 1.32 34914 999 1058 BA-1 1.47 38882 999 1058 BA-3 1.67 44172 999 1058 BA+30-13 1.67 44172 999 1058 BA+30-13 1.67 44172 999 1058 BA+30-13 1.67 44172 999 1058 BA-4 1.72 29624 999 1058 BA-4 1.12 29624 999 1058 BA-4 1.12 29624 999 1058 BA-10-8 1.36 35972 999 1058 BA+10-8 1.67 443772	BA+10-7	1.31	35665	666		36664	2338
BA-2 1.04 27508 999 BA+30-13 1.67 44172 999 1058 EAA-14 1.74 46023 999 1058 BA-11 1.47 38882 999 1058 BA-10 1.32 34914 999 BA-30-13 1.67 44172 999 MA-14 1.74 46023 999 1587 BA-30-13 1.67 44172 999 1058 BA-4 1.12 29624 999 1058 BA-1 1.61 42585 999 1058 BA+10-8 1.64 43578 999 1058 BA+20-13 1.64 43578 999 1058 BA+20-13 1.67 44372 909 1058	BA+30-13	1.67	45466	666	1089	47554	1325
BA+30-13 1.67 44172 999 1058 EMA-14 1.74 46023 999 1058 BA+20-13 1.64 43378 999 1058 BA+11 1.47 38882 999 1058 BA+30-13 1.67 44172 999 1058 MA+15-14 1.74 46023 999 1587 BA+30-13 1.67 44172 999 1058 BA+3 1.12 29624 999 1058 BA+4 1.12 29624 999 1389 13 MA-11 1.67 44172 999 1058 BA+30-13 1.67 44172 999 1389 13 MA-11 1.61 42585 999 1058 BA+20-13 1.64 43378 999 1058 BA+20-13 1.67 44372 909 1058	BA-3	1.08	29403	666		30402	1895
EMA-14 1.74 46023 999 BA-20-13 1.64 43378 999 1058 BA-11 1.47 38882 999 1058 BA-30 1.32 34914 999 BA+30-13 1.67 44172 999 MA-14 1.74 46023 999 1587 BA-30-13 1.67 44172 999 1058 BA-4 1.12 29624 999 1058 BA-4 1.12 29624 999 1389 13 MA-11 1.61 42585 999 1058 BA+10-8 1.36 35972 999 1058 BA+20-13 1.64 43778 999 1058 BA+20-13 1.64 43778 999 1058	BA+30-13	1.67	45466	666	1089	47554	1325
BA-10-13 1.64 43378 999 1058 BA-11 1.47 38882 999 1058 BA-8 1.32 34914 999 999 BA+30-13 1.67 44172 999 1587 MA-14 1.74 46023 999 1587 BA-30-13 1.67 44172 999 1058 BA-4 1.12 29624 999 1058 BA-4 1.12 29624 999 1058 BA-1 1.67 44172 999 1058 BA-1 1.64 43585 999 1058 BA+10-8 1.64 43778 999 1058 BA+20-13 164 43778 999 1058	MA-14	1.74	47372	666	1361	49732	2710
BA-11 1.47 38882 999 BA-8 1.32 34914 999 BA-30-13 1.67 44172 999 MA-14 1.74 46023 999 1587 BA-30-13 1.67 44172 999 1587 BA-4 1.12 29624 999 1058 BA-4 1.12 29624 999 1058 GRAM	BA+20-13	1.64	44649	666	1089	46737	1302
BA-8 1.32 34914 999 BA+30-13 1.67 44172 999 MA+15-14 1.78 47081 999 MA-14 1.74 46023 999 1587 BA-30-13 1.67 44172 999 1058 BA-4 1.12 29624 999 1058 GRAM	BA-12	1.51	41110	666		42109	2228
BA+30-13 1.67 44172 999 MA+15-14 1.78 47081 999 MA-14 1.74 46023 999 1587 BA+30-13 1.16 44172 999 1058 BA-4 1.12 29624 999 105 GRAM	BA-9	1.37	37298	666		38297	2384
MA-15-14 1.78 47081 999 MA-14 1.74 46023 999 1587 BA+30-13 1.67 44172 999 1058 BA-4 1.12 29624 999 1058 GRAM	BA+30-13	1.67	45466	666	1089	47554	2383
MA-14 1.74 46023 999 1587 BA+30-13 1.67 44172 999 1058 BA-4 1.12 29624 999 1058 GRAM	MA+15-14	1.78	48461	666	1361	50821	2741
BA-430-13 1.67 44172 999 1058 BA-4 1.12 29624 999 1389 13 GRAM 47.99 1269354 31877 13389 13 MA-11 1.61 42585 999 999 BA+10-8 1.36 43578 999 1058 BA+20-13 1.64 43772 999 1058	MA-14	1.74	47372	666	1634	50004	1395
29624 999 1269354 31877 13389 13 42585 999 13 4378 999 1058 4377 909 1058	BA+30-13	1.67	45466	666	1089	47554	1325
1269354 31877 13389 13 42585 999 13 4378 999 1058 44172 900 1058	BA-5	1.17	31853	666		32852	2229
MA-11 1.61 42585 999 BA+10-8 1.36 35972 999 1058 BA+20-13 1.64 4.3778 999 1058		48.74	1326966	31877	18681	1377524	62904
MA-11 1.61 42585 999 BA+10-8 1.36 35972 999 BA+20-13 1.64 43378 999 BA+30-13 167 44172 909			COURT IS INVITABLE.				
BA+20-13 1.64 43378 999 1058 BA+30-13 1.67 44172 999 1058	MA-12	99	45194	000		46193	2609
BA+20-13 1.64 43378 999 1058 BA+30-13 1.67 44172 000 1058	BA+10-9	1 41	38387	666		39386	2415
BA+30-13 1.67 44172 999 1058	RA+20-13	1 64	44649	666	1089	46737	1302
	BA+30-13	1.67	45466	666	1089	47554	1325
JG BA-20-8 1.40 37030 999	BA+20-9	1.45	39476	666		40475	2446
BA+20-13 1.64 43378 999 1058	BA+20-13	1.64	44649	666	1089	46737	1302
STOCK, SUSAN MA+30-14 1.82 48139 999 1323 50461	MA+30-14	1.82	49550	666	1361	51910	1449
TOTAL SPEC ED/CHAP I	(78)		307370	6994	4628	318992	12849
4564007			4694936	20070	22340	1606516	75753
20071 07000			200400		2007	01000	-

SENIOR HIGH NAME ADAMS, DEBRA BA+10-13 ALLERS, MATTHEW BA-4 BAHRENFUSS, PATRICIA BA+30-13 CRAMER, MELANIE BA+30-13 DANIELS, KAREN BN+30-13 DINSDALE, MARY MA+30-14 EKLUND, AYN BA-14 EKLUND, ST FARI EY NICOLE BA-1			2					לכי כי	7777				
ew ATRICIA IIE						TOTAL					_	TOTAL	
EW ATRICIA IIE		†	SCHEDULE			2006-07			SCHEDULE			2007-08	
EW ATRICIA IIE	LANE/STEP	INDEX	SALARY	PHASE II	ਹ	SALARY	LANE/STEP	INDEX	SALARY	PHASE II	ō	SALARY	\$ INC
ATRICIA 	BA+10-13	1.59	42056	666	1058	44113	BA+10-13	1.59	43288	666	1089	45376	1263
ATRICIA IIE	BA-4	1.12	29624	666		30623	BA-5	1.17	31853	666		32852	2229
=	BA+30-13	1.67	44172	666	1058	46229	BA+30-13	1.67	45466	666	1089	47554	1325
	BA+30-13	1.67	44172	666	1058	46229	BA+30-13	1.67	45466	666	1089	47554	1325
	BA+30-13	1.67	44172	666	1058	46229	BA+30-13	1.67	45466	666	1089	47554	1325
	MA+30-14	1.82	48139	666	1587	50725	MA+30-14	1.82	49550	666	1634	52182	1457
	MA-14	1.74	46023	666	1323	48345	MA-14	1.74	47372	666	1361	49732	1387
	BA-4	1.12	29624	666		30623	BA-5	1.17	31853	666		32852	2229
	BA-1	1.00	26450	666		27449	BA-1	1.00	27225	666		28224	775
Z	MA-14	1.74	46023	666		47022	MA-14	1.74	47372	666	1361	49732	2710
	MA-14	1.74	46023	666	1587	48609	MA-14	1.74	47372	666	1634	50004	1395
MANDA	BA-2	2.	27508	666		28507	BA-3	1.08	29403	666		30402	1895
	BA-6	1.22	32269	666		33268	BA-7	1.27	34576	666		35575	2307
	BA+20-13	1.64	43378	666	1058	45435	BA+20-13	1.64	44649	666	1089	46737	1302
	BA+30-13	1.67	44172	666	1058	46229	BA+30-13	1.67	45466	666	1089	47554	1325
	BA+10-13	1.59	42056	666	1058	44113	BA+10-13	1.59	43288	666	1089	45376	1263
HEW	BA+10-3	1.12	29624	666		30623	BA+10-4	1.16	31581	666		32580	1957
	BA+30-13	1.67	44172	666	1058	46229	BA+30-13	1.67	45466	666	1089	47554	1325
	MA-14	1.74	46023	666	1587	48609	MA-14	1.74	47372	666	1634	50004	1395
YS SA	BA-12	1.51	39940	666		40939	BA-13	1.55	42199	666		43198	2259
	BA-1	1.00	26450	666		27449	BA-2	1.04	28314	666		29313	1864
ē	BA+20-13	1.64	43378	666	1058	45435	BA+20-13	1.64	44649	666	1089	46737	1302
>	BA+10-4	1.16	30682	666		31681	BA+10-5	1.21	32942	666		33941	2260
	MA+30-14	1.82	48139	666	1587	50725	MA+30-14	1.82	49550	666	1634	52182	1457
	BA-5	1.17	30947	666		31946	BA-6	1.22	33215	666		34214	2268
DEK, H.	BA-9	1.37	36237	666		37236	BA-10	1.42	38660	666		39659	2423
KTAN, PAMELA SCHOOLD CATHER BA 20 7	BA+20-12	1.60	42320	556		43319	BA+20-13	1.64	44649	666		45648	2329
SCOROEDER, CATHERINE SECO MAPTY	BA+20-7	1.35	35/08	666 6	0107	36/0/	BA+20-8	1.40	38115	666	000	39114	2408
YU!	MA 120 13	1.07	44172	500	1038	40229	BA+30-13	1.67	45466	666	1089	4/554	1325
	PA 6	1 22	40138	66	/001	27/00	MA+30-14	1.82	49550	666	1634	28126	145,
	BA+20-13	1 64	32203	000	1058	33200	DA+20.13	1.27	345/0	555	1000	355/5	1307
ш	MA-9	151	39940	500	200	40030	MA-10	 	44049	666	8001	49737	1502
7	BA-4	1.12	29624	666		30623	BA-5	1.35	31853	500		32852	2222
ZOSKE, MATTHEW	BA+10-9	1.41	37295	666		38294	BA+10-10	1.46	39749	666		40748	2454
TOTAL REGULAR PROGRAM51.58	AM	51.58	1364291	34969	20896	1420156		52.33	1424684	34969	22869	1482522	62367
SPEC EN/CHAP I													
AINF	BA-13	1.55	40998	000	1058	43055	R∆_13	ለ	42100	000	1080	78077	1030
1	BA+20-13	164	43378	000	1058	45035	BA+20-13	2.5	94 24	666	1080	44207	1202
_	BA+30-13	1.67	44172	666	1058	46229	BA+30-13	167	45466	666	1089	47554	1325
	BA+30-13	1.67	44172	666		45171	BA+30-13	1.67	45466	666	1089	47554	2383
	BA+30-4	1.19	31476	666		32475	BA+30-5	1.23	33487	666		34486	201
VANDERPOOL, VICTOR E	BA+20-8	1.40	37030	666		38029	BA+20-9	1.45	39476	666		40475	2446
TOTAL SPEC ED/CHAP 1.			241224	5885	3174	250393			250742	5995	4356	261093	10700
TOTAL SENIOR HIGH SCHOOL	100F		1605515	40964	24070	1670548		Manage of American	1675427	A006A	27725	1743615	73067
									175.101		27.7	202	
TOTAL REGULAR PROGRAM	JGRAM	150.35	3976801	100840	54689	4132330		152.6	4155150	100840	62514	4318504	186174
													4.51%
TOTAL ALL STAFF			4915908	123320	71088	511031B	The state of the s		5131030	193390	80.482	5334830	224546
			200	120220	3	200			001010	123320	00407	2224022	010477

2006-07 BA BASE = 2006-07 TOTAL COST	SASE =											-
70-0007		5600050	+			401	- X					
				% INC		S O ♦	\$ LOWARD FAMILY INS	11			The state of the s	
		BA CI =	\$1.089	%0.0			20.0	TOTAL SECTION AND ADDRESS OF THE PARTY OF TH				
			\$1,361	%0.0								
I		2ND MA CI =	\$1,634	%0.0			ACTUAL	ADDED		TOTAL		
	1000		L	EXT	_	SUPP PAY	SNI NO	TSA	FICA	2007-08		:
	BASE INC		PHASE II	I NOS CO	-	INCREASES	INSURANCE	\$0.00	IPERS	COST	\$ INC	% INC
26450	0		100840	9213	175405	0	807483	0	600479	5791021	108671	1.91%
26550	100		100840	9248	176053	0	807507	0	602695	5809436	127086	2.24%
26650	200	4128585	100840	9282	176701	0	807531	0	604911	5827851	145501	2.56%
26750	300	4144077	100840	9317	177349	0	807556	0	0 607127	5846266	163915	2.88%
26850	400	4159569	100840	9352	177997	0	807580	0	609343	5864680	182330	3.21%
26950	200	4175061	100840	9387	178645	0	807604	0	611559	5883095	200745	3.53%
27050	900	4190553	100840	9422	179293	0	807628	0	0 613775	5901510	219160	3.86%
27150	700	4206045	100840	9457	179941	0	807653	0	615991	5919925	237575	4.18%
27200	750	4213791	100840	9474	180265	0	807665	0	617099	5929133	246783	4.34%
27250	800	4221537	100840	9491	180589	0	807677	0	618207	5938340	255990	4.51%
27300	820	4229283	100840	9509	180913	0	807689	0	619315	5947548	265198	4.67%
27350	006	4237029	100840	9526	181237	0	807701	0	ļ.,,,	5956755	274405	4.83%
27400	950	4244775	100840	9544	181561	0	807713			5965963	283613	4.99%
27450	1000	4252521	100840	9561	181885	0	807725	0	.,	5975170	292820	5.15%
27500	1050	4260266	100840	9228	182209	0	807738	0	ļ_	5984378	302028	5.32%
27550	1100	4268012	100840	9236	182533	0	807750	0	624854	5993585	311235	5.48%
27600	1150	4275758	100840	9613	182857	0	807762	0	625962	6002793	320442	5.64%
27650	1200		100840	9631	183181	0	807774	0	627070	6012000	329650	5.80%
27700	1250	4291250	100840	9648	183505	0	807786	0	ļ	6021208	338857	2.96%
27750	1300	4298996	100840	9996	183829	0	807798	0	629286	6030415	348065	6.13%
27800	1350	4306742	100840	9683	184153	0	807810	0	630394	6039622	357272	6.29%
27850	1400	4314488	100840	9200	184477	0	807822	3	631502	6048830	366480	6.45%
27900	1450	4322234	100840	9718	184801	0	807835	0	632610	6058037	375687	6.61%
27950	1500	4329980	100840	9735	185125	0	807847	0	633718	6067245	384895	6.77%
28000	1550	4337726	100840	9753	185449	0	807859	0	634826	6076452	394102	6.94%
28050	1600	4345472	100840	9770	185773	0	807871	0	635934	6085660	403310	7.10%
28100	1650	4353218	100840	9787	186097	0	807883	0	637042	6094867	412517	7.26%
28150	1700	4360964	100840	9805	186421	0	807895	S	638150	6104075	421725	7.42%
28200	1750	4368710	100840	9822	186745	0	807907	0	639258	6113282	430932	7.58%
28250	1800	4376456	100840	9840	187069	0	807920	0	640366	6122490	440140	7.75%
28300	1850	4384201	100840	9857	187393	0	807932	0	641474	6131697	449347	7.91%
28350	1900	4391947	100840	9875	187717	0	807944	0	642582	6140905	458555	8.07%
28400	1950	4399693	100840	9892	188041	0	807956	0	643690	6150112	467762	8.23%
28450	2000	4407439	100840	6066	188365	0	807968	0	644798	6159320	476969	8.39%
28500	2050	4415185	100840	9927	188689	0	807980	0	645906	6168527	486177	8.56%
28550	2100	4422931	100840	9944	189013	0	807992	0	647014	6177735	495384	8.72%

	ν Δ	L	00400		0	1	10010			
	BA	BA BASE =	26450		SUPP	BA BASE =	27225	S		
	I ANE/				PAY 2006-07	I ANE/		PAY		
NAME	STEP	INDEX	SALARY POSITION	%	SALARY	STEP INDEX	SALARY	SALARY	\$ INC	WEIGHTING
ADAMS, DEB	BA+10-13	1.59	42056 Club Life	1.25%	526	BA+10-13 1.59	43288	541	15	0.019875
ADAMS, JIM	BA+20-13	1.64	43378 JV G BB	7.00%	3036	BA+20-13 1.64	44649	3125	88	0.1148
BAHRENFUSS, PATRICIA	BA+30-13	1.67	44172 9th G Softball	2.00%	2209	BA+30-13 1.67	45466	2273	65	0.0835
BOCK, GREG	BA-3	1.08	28566 Hd G Soccer	%00.9	1714	10% BA-4 1.12	30492	3049	1335	0.112
BROCK, PATSY	BA+30-13	1.67	44172 HS Mock Trial	1.50%	663	BA+30-13 1.67	45466	682	19	0.02505
BROCK, PATSY	BA+30-13	1.67	44172 MS Mock Trial	1.50%	663	BA+30-13 1.67	45466	682	19	0.02505
BURTON, DON		1.55	40998 9th Asst. FB	4.00%	1640	BA-13 1.55	42199	1688	48	0.062
BURTON, KAREN		1.55	40998 Prom Supervisor	2.00%	820	BA-13 1.55	42199	844	24	0.031
BUSSAN, TONY		1.59	42056 Cross Country	10.00%	4206	BA+10-13 1.59	43288	4329	123	0.159
BUSSAN, TONY	-13	1.59	42056 Hd B Track	10.00%	4206	BA+10-13 1.59	43288	4329	123	0.159
CHALLY, DAWN		1.51	39940 9 G BB	2.00%	1997	BA-13 1.55	42199	2110	113	0.0775
COBB, JOYLYN		1.64	43378 9th VB	2.00%	2169	BA+20-13 1.64	44649	2232	64	0.082
CORROW, LYNN		1.64	43378 Instr/Vocal Music	4.00%	1735	BA+20-13 1.64	44649	1786	51	0.0656
CRAMER, MELANIE		1.67	44172 Foreign Lang. Club	1.25%	552	BA+30-13 1.67	45466	568	16	0.020875
DANIELS, KAREN	0-13	1.67	44172 National Honor Soc	2.50%	1104	BA+30-13 1.67	45466	1137	32	0.04175
DAVIS, MARK	BA-9	1.37	36237 Hd B BB	13.00%	4711	BA-10 1.42	38660	5026	315	0.1846
DOOLITTLE, JOSEPH		1.16	30682 Hd 7th FB	2.00%	1534	BA+10-5 1.21	32942	1647	113	0.0605
DUNCAN, JIM	BA+30-13	1.67	44172 Hd V Football	13.00%	5742	BA+30-13 1.67	45466	5911	168	0.2171
DYER, JAMES	MA-14	1.74	46023 MS Asst B Track	4.00%	1841	MA-14 1.74	47372	1895	54	0.0696
DYER, JAMES		1.74	46023 Hd MS Wrestling	2.00%	2301	MA-14 1.74	47372	2369	29	0.087
DYER, SONDRA	5-14	1.78	47081 7th G Track	2.00%	2354	MA+15-14 1.78	48461	2423	69	0.089
EKLUND, AYN	BA-4	1.12	29624 Science Club	1.25%	370	BA-5 1.17	31853	398	28	0.014625
FARLEY, NICOLE	BA-1	1.00	26450 HS Vocal	10.00%	2645	BA-1 1.00	27225	2723	78	0.1
GARVEY, LUANN		1.70	44965 HS Spring Play	3.00%	1349	MA-14 1.74	47372		72	0.0522
GARVEY, LUANN		1.70	44965 Fall Production	3.00%	1349	i	47372		72	0.0522
GRIFFIN, AMY		1.04	27508 7th VB	2.00%	1375	BA+10-2 1.08	29403	1470	92	0.054
GRIFFIN, AMY		1.04	27508 7th G BB	2.00%	1375		29403		92	0.054
HARDING, DUANE	0-14	1.82	48139 Hd G V Track	10.00%	4814	0-14	49550		141	0.182
HARTNETT, TODD		1.17	30947 Asst. Wrestling	7.00%	2166	BA-6 1.22	33215		159	0.0854
HILTON, DAVE	0-13	1.67	44172 Hd Softball	13.00%	5742	BA+30-13 1.67	45466	5911	168	0.2171
HISLER, CHAD		1.37	36237 Asst Var Track	%00.9	2174		38660	2320	145	0.0852
HISLER, CHAD		1.37	36237 10th FB Co-Coach	%00.9	2174	BA-10 1.42	38660	2320	145	0.0852
HISLER, CHAD		1.37	36237 MS/HS Asst WR	2.50%	1993	BA-10 1.42	38660	2126	133	0.0781
JOHNSON, BRUCE		1.82	48139 Hd Boys Tennis	2.00%	2407	MA+30-14:1.82	49550	2477	71	0.091
JOSTEN, ROBERT	BA+20-13	1.64	43378 Athletic Director	8.00%	3470	BA+20-13 1.64	44649	3572	102	0.1312
KASTLER, JESSICA		1.08	28566 JV VB	%00.9	1714	BA-4 1.12	30492	1830	116	0.0672
KENNEDY, ROSINE	0-13	1.64	43378 Elem Vocal Music	1.00%	434	BA+20-13 1.64	44649	446	13	0.0164
KJERZEK, HEATHER	BA-1	1.00	26450 Hd G Tennis	%00.9	1587	BA-2 1.04	28314	1699	112	0.0624
KLITH, T.J.		1.00	26450 Asst 7th FB	4.00%	1058	BA-2 1.04	28314	1133	75	0.0416
KREBS, KARLA	0-13	1.67	44172 Vocal Music	4.00%	1767	BA+30-13 1.67	45466	1819	52	0.0668
LAMBERT, JOE		1.12	29624 MS Cross Country	3.00%	888	BA-5 1.17	31853	926	29	0.0351
LARSON, MICHAEL			44172 8th Volleyball	2.00%	2209	BA+30-13 1.67	45466	2273	65	0.0835
LARSON, MICHAEL	BA+30-13	167	44172 8th G Track	7000	0000	DA + 20 42 4 67	7001	0000	Ü	1000
		5	100 D 100 A 1144	0.00	6077	1	42400	22/3	65	0.0835

2006-07 INDEX								2006-0	2006-07 SALARY SCHEDULE	SCHEDULE					
d.		BA+10	BA+20	BA+30	ΜA	MA+15	MA+30	STEP	ВА	BA+10	BA+20	BA+30	MA	MA+15	MA+30
		1.04	1.08	1.11	1.14	1.18	1.22	_	26450	27508	28566	29360	30153	31211	32269
	1.04	1.08	1.12	1.15	1.18	1.22	1.26	2	27508	28566	29624	30418	31211	32269	33327
က	_	1.12	1.16	1.19	1.22	1.26	1.30	3	28566	29624	30682	31476	32269	33327	34385
	1.12	1.16	1.20	1.23	1.26	1.30	1.34	4	29624	30682	31740	32534	33327	34385	35443
5		1.21	1.25	1.28	1.31	1.35	1.39	5	30947	32005	33063	33856	34650	35708	36766
		1.26	1.30	1.33	1.36	1.40	1.44	9	32269	33327	34385	35179	35972	37030	38088
	1.27 1.3	1.31	1.35	1.38	1.41	1.45	1.49	7	33592	34650	35708	36501	37295	38353	39411
		1.36	1.40	1.43	1.46	1.50	1.54	8	34914	35972	37030	37824	38617	39675	40733
		41	1.45	1.48	1.51	1.55	1.59	6	36237	37295	38353	39146	39940	40998	42056
		1.46	1.50	1.53	1.56	1.60	1.64	19	37559	38617	39675	40469	41262	42320	43378
		1.51	1.55	1.58	1.61	1.65	1.69	11	38882	39940	40998	41791	42585	43643	44701
12	1.51	1.55	1.60	1.63	1.66	1.70	1.74	12	39940	40998	42320	43114	43907	44965	46023
		1.59	1.64	1.67	1.70	1.74	1.78	13	40998	42056	43378	44172	44965	46023	47081
	4% 4%	4%	4%	4%	1.74	1.78	1.82	14	1058	1058	1058	1058	46023	47081	48139
15		1.			2%	2%	2%	15	0	0	0	0	1323	1323	1323
16					%9	%9	%9	16	0	0	0	0	1587	1587	1587
N	SCATTERGRAM	Σ						2006-07	7 COSTING						
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9	4	_	_					9	129076	33327	34385	0	o	0	0
7			2		~			7	33592	34650	71415	0	37295	0	0
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တ	2		-		_			6	72473	37295	38353	0	39940	0	0
10	_	1						10	37559	0	0	0	0	0	0
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SINGLE H/MM Option 1 ≈	520.30	100	624360		529.87	100	635844	11484	1.84%	
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FAMILY H/MM (COUPLES) =	1,300.77	9	93655		1,324.70	9	95378	1723	1.84%	
ADDED TSA FOR THOSE TAKING SINGLE H/MM	GLE H/MM				\$0.00	100	0			
LTD (.0015 X TOTAL SALARIES) =			6467				6763			
LIFE (124 X \$35.16/YR) =			4360				4360	The state of the s		4
TOTAL COST			793135			10 miles	807671			
					\$ INC	\$ INCREASE =	14536			
		100			% INC	% INCREASE =	1.83%			
DISTRICT CONTRIBUTION TOWARD FAMILY H/MM=	-AMILY H/MM=		\$75.00		\$75.00					
101	TOTAL FAMILY PREMIUM	#IOM =	\$1,300.77		\$1,324.70					
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Name	1000	í														
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104 112 116 118 122 128	-	90.	1.04	1.08	1.11	1.14	1.18	1.22	-	26450	27508	28566	29360	30153	31211	32269
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112 116 120 123 126 130 134 4 20602 31740 33563 34565	က	1.08	1.12	1.16	1.19	1.22	1.26	1.30	3	28566	29624	30682	31476	32269	33327	34385
122 128 139 138 143 145 146 5 30047 33053 33053 33058 33054 33053 33058	4	1.12	1.16	1.20	1.23	1.26	1.30	1.34	4	29624	30682	31740	32534	33327	34385	35443
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127 138 138 144 145 149 7 33592 33509 35579 35583 3358	9	1.22	1.26	1.30	1.33	1.36	1.40	1.44	9	32269	33327	34385	35179	35972	37030	38088
137 148 149 143 146 155 156 159 154 89 343913 37524 37624 38677 39677	7	1.27	1.31	1.35	1.38	1.41	1.45	1.49	7	33592	34650	35708	36501	37295	38353	39411
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MA MA+15 MA+30 STEP BA BA+10 BA+20 1.14 1.18 1.22 1.26 2 28314 29403 1.25 1.26 3 3 29403 30492 31581 1.26 1.30 1.34 4 30492 31581 35670 1.31 1.35 1.39 5 31853 3242 34031 1.31 1.35 1.39 5 31853 3242 34031 1.34 1.45 1.49 7 34576 35665 36754 1.46 1.50 1.54 8 33247 33404 35593 1.41 1.45 1.49 7 34576 35665 36754 1.66 1.60 1.64 10 38660 39749 40838 1.61 1.65 1.69 1.74 1.78 1.32 4110 42199 1.70 1.74 1.78 1.32 4955 2940 0 1.70 1.74 1.78 1.32 6259 0 1.70 1.74 1.78 1.32 6259 0 1.70 1.74 1.78 1.32 6259 0 1.70 1.74 1.78 1.32 6259 0 1.70 1.74 1.78 1.32 6259 0 1.70 1.74 1.78 1.32 6259 0 1.70 1.74 1.78 1.32 6259 0 1.70 1.74 1.78 1.32 6259 0 1.70 1.74 1.78 1.32 6259 0 1.70 1.74 1.78 1.32 6259 0 1.70 1.74 1.78 1.32 6259 0 1.70 1.74 1.78 1.32 6259 0 1.70 1.74 1.78 1.32 6259 0 1.70 1.74 1.78 1.32 6259 0 1.70 1.74 1.78 1.32 6259 0 1.70 1.79 1.7155 0 1.70 1.79 1.7155 0 1.70 1.79 1.7155 0 1.70 1.79 1.7155 0 1.70 1.79 1.7155 0 1.70 1.70 1.70 1.70 1.70 1.70 1.70 1.70	90-200	INDEX							2007-08		CHEDUI	LL				
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1.18 122 126 2 28314 29403 30492 15181 122 136 3 2 29403 305492 13184 136 136 136 136 136 136 136 136 136 136	.	1.00	1.04	1.08	1.11	1.14	1.18	1.22	-	27225	28314	29403	30220	31037	32126	33215
1.22 126 130 3 29403 30492 31581 1.26 130 1.34 4 30492 31581 1.27 126 130 5 5 30492 34031 1.36 1.40 1.44 6 6 33215 34204 35393 1.41 1.45 1.49 7 34576 35655 36754 1.41 1.45 1.49 7 34576 35655 36754 1.50 1.60 1.64 10 38660 39749 40838 1.61 1.65 1.69 174 1.74 1.78 132 1.70 1.74 1.78 1.82 144 40021 4110 42199 1.74 1.78 1.82 144 4879 1263 0 1.00 1.00 0 0 1.00 1.00 1.00 0 0 1.00 1.00	2	1.04	1.08	1.12	1.15	1.18	1.22	1.26	2	28314	29403	30492	31309	32126	33215	34304
1.26 1.30 1.34 4 30492 31581 32670 1.31 1.35 1.39 5 31853 32942 34031 1.41 1.45 1.49 7 34576 35655 36754 1.46 1.50 1.54 8 35937 37026 38115 1.51 1.55 1.59 9 37298 38387 38476 1.61 1.65 1.69 11 40021 41110 42199 1.61 1.65 1.69 11 40021 41110 42199 1.70 1.74 1.78 1.82 1.13 42199 43288 44649 1.70 1.74 1.78 1.82 1.9 42199 43288 44649 1.70 1.74 1.78 1.82 1.9 42199 43289 46299 1.60 1.64 1.6 1.6 1.6 1.6 1.6 1.6 1.6 1.6 1.6 1.6	3	1.08	1.12	1.16	1.19	1.22	1.26	1.30	ო	29403	30492	31581	32398	33215	34304	35393
1.31 1.35 1.39 5 31853 32942 34031 1.36 1.40 1.44 6 33215 34304 35393 1.40 1.50 1.54 8 35937 37026 38115 1.51 1.55 1.59 9 37298 38387 39476 1.51 1.55 1.59 9 37298 38387 39476 1.51 1.55 1.59 110 42199 43289 1.66 1.70 1.74 1.78 112 47110 42199 43260 1.70 1.74 1.78 1.82 1.4 40219 43288 44649 1.70 1.74 1.78 1.82 1.4 40219 43288 44649 1.70 1.74 1.78 1.82 1.4 4879 1.263 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	4	1.12	1.16	1.20	1.23	1.26	1.30	1.34	4	30492	31581	32670	33487	34304	35393	36482
1.36 1.40 1.44 6 6 33.215 34.004 35.393 1.41 1.45 1.49 7 34576 35665 38754 1.41 1.45 1.54 8 3.5937 37026 1.51 1.55 1.59 9 37298 38.387 3476 1.51 1.65 1.69 1.0 38660 39749 40838 1.61 1.65 1.69 1.14 40021 41110 42199 1.74 1.78 1.82 1.44 42199 43.560 1.70 1.74 1.78 1.82 1.4 42199 43.560 1.74 1.78 1.82 1.44 42199 43.588 44649 1.74 1.78 1.82 1.41 2723 0 0 0 1.74 1.78 1.82 1.44 4879 1.263 0 0 1.75 1.85 1.89 0 0 0 0 1.70 1.74 1.75 1.82 1.89 0 0 0 1.70 1.74 1.75 1.82 1.83 0 0 1.74 1.77 1.81 1.82 1.82 1.83 0 0 1.74 1.78 1.82 1.82 1.83 0 0 0 1.75 1.85 1.85 1.85 1.85 1.85 1.85 1.85 1.8	ည	1.17	1.21	1.25	1.28	1.31	1.35	1.39	2	31853	32942	34031	34848	35665	36754	37843
1.41 1.45 1.49 7 34576 35665 36754 1.46 1.56 1.59 8 35937 37026 38115 1.51 1.55 1.59 8 36937 37026 38115 1.51 1.55 1.59 9 38387 39487 1.51 1.55 1.60 1.64 10 38600 39749 40838 1.51 1.51 1.52 1.52 1.53 1.52 1.53 1.52 1.53 1.52 1.53 1.52 1.53 1.52 1.53 1.52 1.53 1.52 1.53 1.52 1.53 1.52 1.53 1.53 1.53 1.53 1.53 1.53 1.53 1.53	9	1.22	1.26	1.30	1.33	1.36	1.40	1.44	9	33215	34304	35393	36209	37026	38115	39204
1.46 1.50 1.54 8 35937 37026 38115 1.51 1.55 1.59 9 37298 38387 39476 1.51 1.55 1.69 9 37298 38.87 39476 1.51 1.55 1.69 11 40021 317298 40838 1.55 1.60 1.70 1.74 1.78 1.2 41110 42199 43560 1.70 1.74 1.78 1.82 1.41 10 42199 43288 44649 1.74 1.78 1.82 1.41 10 42199 43288 44649 1.74 1.78 1.82 1.41 10 42199 43288 44649 1.74 1.78 1.82 1.41 10 10 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	7	1.27	1.31	1.35	1.38	1.41	1.45	1.49	7	34576	35665	36754	37571	38387	39476	40565
1.51 1.55 1.59 9 37298 38387 39476 1.56 1.60 1.64 10 38660 39749 40838 1.61 1.70 1.74 1.78 13 42199 43560 1.70 1.74 1.78 13 42199 43560 1.74 1.78 1.82 144 42199 43560 1.75 1.74 1.78 1.82 14 42199 43560 1.74 1.78 1.82 1.4 42199 43560 1.75 1.74 1.78 1.82 1.4 42199 43560 1.76 1.77 1.78 1.82 1.4 42199 43560 1.77 1.78 1.82 1.4 2723 0 0 0 2 4985 2940 0 0 3 0 0 0 3 0 0 0 4 4 4879 1.263 0	8	1.32	1.36	1.40	1.43	1.46	1.50	1.54	6	35937	37026	38115	38932	39749	40838	41927
1.56 1.60 1.64 10 38660 39749 40838 1.61 1.65 1.69 1.1 40021 4110 42199 43560 1.70 1.74 1.78 1.32 1.41 42199 43288 44649 1.74 1.78 1.82 1.44 1.3 42199 43288 44649 1.74 1.78 1.82 1.45 1.45 1.82 1.45 1.45 1.82 1.44 1.3 42199 43288 44649 1.74 1.78 1.82 1.42 1.45 1.42 1.82 1.44 1.41 1.42 1.42 1.44 1.44 1.44 1.4	6	1.37	1.41	1.45	1.48	1.51	1.55	1.59	6	37298	38387	39476	40293	41110	42199	43288
1.61 1.65 1.69 111 40021 41110 42199 1.56 1.70 1.74 1.78 1.12 41110 42199 43560 1.74 1.78 1.82 1.44 1.89 43288 44649 1.74 1.78 1.82 2007-08 COSTING - SUPPLEMENTA MA MA+15 MA+30 STEP BA BA+10 BA+20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	10	1.42	1.46	1.50	1.53	1.56	1.60	1.64	10	38660	39749	40838	41654	42471	43560	44649
1.66 1.70 1.74 12 41110 42199 43560 1.70 1.74 1.78 1.3 42199 43288 44649 1.74 1.78 1.82 1.44 1.78 1.82 1.44 1.78 1.82 1.44 1.78 1.82 1.44 1.78 1.82 1.44 1.78 1.82 1.44 1.78 1.82 1.44 1.48 1.82 1.44 1.48 1.48 1.48 1.48 1.48 1.48 1.48	7	1.47	1.51	1.55	1.58	1.61	1.65	1.69	-	40021	41110	42199	43016	43832	44921	46010
1.70 1.74 1.78 13 42199 43288 44649 1.74 1.78 182 14 1.74 1.78 1.82 14 1.74 1.78 1.82 14 1.74 1.78 1.82 14 1.74 1.78 1.82 14 2007-08 COSTING - SUPPLEMENTA MA MA+15 MA+30 STEP BA BA+10 BA+20 3 0 0 0 4 4 4879 1263 0 6 4982 0 0 7 3890 0 0 6 4982 0 0 0 0 1 2 3890 0 0 0 0 1 3 0 0 0 1 1 0 0 0 0 0 1 1 0 0 0 0 0 1 1 0 0 0 0 0 1 1 0 0 0	12	1.51	1.55	1.60	1.63	1.66	1.70	1.74	12	41110	42199	43560	44377	45194	46283	47372
MA MA+15 MA+30 STEP BA BA+10 BA+20 MA MA+15 MA+30 STEP BA BA+10 BA+20 2 4955 2940 0 3 0 0 0 4 4 4879 1263 0 5 6132 6259 0 6 6 4982 0 7 3890 0 0 7 3890 0 0 7 3890 0 0 0 11 0 11791 7155 0 0 0 0 0 0 12 0 0 13 10128 9199 22994 0.2725 0.05 0.15 14 0 0 TOTAL 200 BABASE INCREASE = 775	13	1.55	1.59	1.64	1.67	1.70	1.74	1.78	13	42199	43288	44649	45466	46283	47372	48461
MA MA+15 MA+30 STEP BA BA+10 BA+20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	14					1.74	1.78	1.82	14		40.00			47372	48461	49550
MA MA+15 MA+30 STEP BA BA+10 BA+20 2 4955 2940 0 3 0 0 0 4 4 4879 1263 0 6 4982 0 0 7 3890 0 0 8 7187 0 2287 9 2611 0 22171 0.04 10 11791 7155 0 12 0 0 0 12 0 0 0 12 0 0 0 13 10128 9199 22994 13 10128 9199 22994 13 10128 1919 22994 TOTAL 200	07-08	SUPPLEN	MENTAL P	AY SCAT	TERGRAN				2007-08	COSTING	iddi S -	FMFNTA	PAY			
0.15 0.01 0.16 0.04 0.16 0.04 0.18 0.04 0.1925 0.09 0.125 0.06 0.0125 0.06 0.0127 0.06 0.028 0.04 0.030 0.04 0.034 0.04 0.027 0.04 0.028 0.0 0.029 0.0 0.0212 0.04 0.02725 0.05 0.02725 0.05 0.02725 0.05 0.05 0.0 0.02725 0.05 0.05 0.0 0.07 0.0 0.08 0.0 0.09 0.0 0.09 0.0 0.01 0.0 0.02725 0.05 0.05 0.0 0.06 0.0 0.07 0.0 0.08 0.0 0.09 0.0 0.09 0.0 0.09 0.0 0.00 0.0 0.00 0.0 0.00 0.0 0.00 0.0 0.00 0.0 0.00 0.0 </td <td>TEP</td> <td>BA</td> <td>BA+10</td> <td>BA+20</td> <td>BA+30</td> <td>i</td> <td>MA+15</td> <td>MA+30</td> <td>STEP</td> <td>BA</td> <td>BA+10</td> <td>BA+20</td> <td>BA+30</td> <td>ΑM</td> <td>MA+15</td> <td>MA+30</td>	TEP	BA	BA+10	BA+20	BA+30	i	MA+15	MA+30	STEP	BA	BA+10	BA+20	BA+30	ΑM	MA+15	MA+30
0.175 0.1	 -	0.1								2723	0	0	0	C	C	2
0.16 0.04	2	0.175	5						0	4955	2940		0		· c	0
0.1925 0.19	l m								1 0	2	2	0 0	> <	S C	o c	0
0.125 0.09		4	2							7070	4763		0	> <	0	> <
0.175 0.05 0.06 0.05 0.0	ר ער	0.10	0.0						t u	4073	6250	> c	> 0	.	> <	
0.125) c	0.1323	2						0 0	2610	6070	0	0	> (5	۰
0.1725 0.06 8 7187 0 2287 0.007 0.005 8 7187 0 2287 0.007 0.005 9 2611 0 2287 0.007 0.005 0.004 10 11791 7155 0 2171 0.007 0.005 0.24 0.2125 0.515 0.845 0.05 0.15 114 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	ا م	0.15							9	4982	0	0	0	0	0	0
0.07 0.065 0.065 0.04 0.055 0.04 0.055 0.05 0.04 0.055 0.05 0.0	_	0.1125		_					7	3890	0	0	0	0	0	0
0.305 0.18 0.04 0.04 10 17791 7155 0 0.305 0.18 0.04 10 0.04 10 11791 7155 0 0.24 0.2125 0.515 0.845 0.05 0.15 14 0 0 0 0.24 0.2725 0.05 0.05 0.15 14 0 0 0 0.2725 0.05 0.15 0.15 175 175 1 177AL 200	8	0.2		90.0					8	7187	0	2287	0	0	0	0
0.305 0.18 0.04 0.04 10 11791 7155 0 0.24 0.2125 0.845 0.2725 0.05 0.15 14 0 0 0 0.24 0.2125 0.845 0.2725 0.05 0.15 14 0 0 0 0.24 0.2725 0.05 0.15 175 175 175 175 175 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	<u></u>	0.07		0.055					6	2611	0	2171	0	0	0	0
0.24 0.2125 0.515 0.845 0.05 0.15 11 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	10	0.305	0.18			0.04			10	11791	7155	0	0	1699	0	0
0.24 0.2125 0.845 0.05 0.15 13 10128 9199 22994 0.2725 0.05 0.15 14 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	-							770	11	0	0	0	0	0	0	0
0.24 0.2125 0.845 0.05 0.15 13 10128 9199 22994 0.2725 0.05 0.15 14 0 0 0 0 0 0 TOTAL 200 BA BASE INCREASE = 775	12								12	0	0	0	0	0	0	0
0.2725 0.05 0.15 14 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13	0.24	0.2125	0.515	0.845				13	10128	9199	22994	38419	0	0	0
DOTAL 200	14					0.2725	0.05	0.15	14	0	0	0	0	12909	2423	7432
BA BASE INCREASE = 775									The second secon	-					- 14101	176407
BA BASE INCREASE = 775													المرا ما الم) 000,000		7407
IOIAL BA BASE INCREASE = 775											j		LUS CON) suoissac		4000
BA BASE INCREASE =											2)1 AL 2007	-08 SUPP	LEMENTA	/L PAY =	180427
								BA BAS						S S	# INCREASE	10350
								5) (:		2
					-									%	% INCREASE =	6.09%
									70000-000							
										-						
						-										
									NATIONAL DESIGNATION OF THE PROPERTY OF THE PR							
									***************************************				-			

WEBSTER CITY COMMUNITY SCHOOL DISTRICT

91 Employees Covered in WCESA Agreement

COST	ING	SUI	ИM	IARY

COSTING SUMMARY					
	2006-07	2007-08	INCREASE	IN	CREASE
CUSTODIANS	264476	277870	13395	5.1%	\$0.25 ON BASE
BUS DRIVERS & MECHANIC	118871	124854	5983	5.0%	\$25.00 ON BASE
SECRETARIES	79504	85635	6132	7.7%	\$0.25 ON BASE
ASSOCIATES (Student)	469278	498060	28781	6.1%	\$0.25 ON BASE
ASSOCIATES (Technology)	60852	65164	4313	7.1%	\$0.25 ON BASE
ILS	30975	33352	2378	7.7%	\$0.25 ON BASE
ELL	26188	27833	1645	6.3%	\$0.25 ON BASE
FOOD SERVICE	186746	199187	12441	6.7%	\$0.25 ON BASE
NURSE (195 days x 8 hrs x \$20.38)	31793	32651	858	2.7%	\$0.55 HRLY INC
					\$0.50 BUS MECH
TOTAL SALARIES	1268681	1344606	75925	6.0%	
S PPO \$520.30 X 77 EE X 12 MON	480757	489603	8846	1.8% PF	ROJECTED INC
F A SELECT \$595.30 X 3 EE X 12 MON	21431	21775	345	1.6%	1.84%
TOTAL INSURANCE	502188	511379	9191	1.8%	
FICA	97054	102862	5808		
IPERS (goes from 5.75% to 6.05% in 2007-08)	72949	81349	8400		in the case of the
TOTAL WITH FICA/IPERS	1940872	2040196	99324	5.12%	N
FAMILY CONTRIBUTION FOR 2007-08 =					35 2 5
SINGLE PREMIUM =	\$529.87				
2007-08 FAM CONTRIBUTION =	\$75.00	- not availa	ble for new er	nplovees	<u> इंद</u> ७ ९
TOTAL 2007-08 CONTRIBUTION =	\$604.87				海南 监
2007-08 EE CONTRIBUTION =	\$719.83				OZ O

\$1,300.77 (FAMILY 2006-07 TOTAL)

PROJECTED 2007-08 FAMILY

Y = \$1,324.70	2007-08	CURRENT
CUSTODIAL BASE SALARY =	\$11.40	\$11.15
TRANSPORTATION BASE SALARY =	\$940.00	\$915.00
SECRETARIES BASE SALARY =	\$9.40	\$9.15
ASSOCIATES (STUDENTS) BASE SALARY =	\$9.40	\$9.15
ASSOCIATES (TECHNOLOGY) BASE SALARY =	\$9.40	\$9.15
FOOD SERVICE BASE SALARY =	\$9.40	\$9.15

LONGEVITY 21-22 YRS = \$400 \$500 LONGEVITY 23-25 YRS = LONGEVITY 26+ YRS = \$600

NEW

CUSTODIAL, FOOD SERVICE, & SECRETARY/PARA/ILS/ELL/TECH SCHEDULES

	2007-08	CURRENT	
STEPS 1-9 =	\$0.15	\$0.10	
STEPS 10-14 & 16+ =	\$0.15	\$0.15	EXTRA FOR PARA CERTIFICATION =
STEP 15 ≈	\$0.30	\$0.25	\$0.25
TRANSPORTATION SCHEDULE	2007-08	CURRENT	
STEP 2 =	\$15	\$10	
STEP 3-4 =	\$20	\$15	
STEP 5-9 =	\$25	\$25	
STEP 10-14 =	\$20	\$10	
STEP 15+ =	\$30	\$25	

2007-08 STEP SALARY 1

\$9.40

\$9.55

\$9.70

\$9.85 5 \$10.00 6 \$10.15 7 \$10.30 8 \$10.45 9 \$10.60 10 \$10.75 11 \$10.90 12 \$11.05 13 \$11.20 14 \$11.35 15 \$11.65 16 \$11.80 17 \$11.95 18 \$12.10

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NEW SCHEDULE

WEBSTER CITY COMMUNITY SCHOOL DISTRICT

FOOD SERVICE							\$9.40	- MINIMUM	İ
	HRLY			2006-07			2007-08		HRLY
NAME	RATE	# HRS	# DAYS	SALARY	STEP	RATE	SALARY	\$ INC	\$ INC
Barnes, Larraine	9.25	3.5	187	6054	3	9.70	6349	295	0.45
Condor, Sharon	9.55	7	187	12501	6	10.15	13286	785	0.60
Crouch, Sally (+Long)	11.70	7	187	15715	25	12.40	16832	1116	0.70
Dill, Kevin	9.75	7.5	187	13674	8	10.45	14656	982	0.70
Firsching, Sandra	9.75	7	187	12763	8	10.45	13679	916	0.70
George, Connie	9.85	7	187	12894	9	10.60	13875	982	0.75
Gilbert, Lori	9.15	3.5	187	5989	2	9.55	6250	262	0.40
Lacey, Diane	9.85	7	187	12894	9	10.60	13875	982	0.75
Lake, Norma	9.45	3	187	5301	5	10.00	5610	309	0.55
Leeds, Kim	9.75	7	187	12763	8	10.45	13679	916	0.70
McKenzie, Linda	9.85	7	187	12894	9	10.60	13875	982	0.75
Romick, Betty	9.75	7	187	12763	8	10.45	13679	916	0.70
Smith, Shirley	9.55	4.25	187	7590	6	10.15	8067	477	0.60
Steuerwald, Judy	9.65	7	187	12632	7	10.30	13483	851	0.65
Tapper, Linda	9.25	7	187	12108	3	9.70	12697	589	0.45
Trask, Sharyn * (+Lon	12.70	7.5	187	18212	24	13.40	19294	1082	0.70
TOTAL				186746			199187	12441	0.63
								6.66%	AVG

^{*} Receive an additional \$1 for Supervisor

19 \$12.25 20 \$12.40 BASE INC = \$0.25 STEP INC = \$0.15 FOR STEPS 1-9 STEP INC = \$0.15 FOR ST 10-14;16+ STEP INC = \$0.30 FOR STEPS 15

WEBSTER CITY COM	IMUNIT	TY SCH	OOL DIST	TRICT			\$9.40	- MINIMUM		
	HRLY			2006-07	2007-08	HRLY	2007-08			NEW SCHEDULE
NAME	RATE	# HRS	# DAYS	SALARY	STEP	RATE	SALARY	\$ INC	\$ INC	2007-08
SECRETARIES	0.75		040	40000		40.45	47550	4470	0.70	STEP SALARY
Draeger, Mary Ellen Jaycox, Sue	9.75 11.70	<u>8</u> 8	210 216	16380 20218	<u>8</u> 21	10.45 12.40	17556 21827	1176 1610	0.70 0.70	
Kastler, Chris	10.70	8	210	17976	15	11.65	19572	1596	0.70	
Koons, Judy	10.10	5	191	9646	11	10.90	10410	764	0.80	
Royster, Stacie	10.00	4.35	188	8178	8 + **	10.70	8750	572	0.70	
Shehorn, Marcy	9.45	4	188	7106	5	10.00	7520	414	0.55	
			•	79504			85635	6132	7.7%	7 \$10.30
ASSOCIATES (Student)							\$9.40	- MINIMUM		8 \$ 10. 4 5
Bahrenfuss, Debra	10.10	7.5	188	14241	11	10.90	15369	1128	0.80	
Bieker, Judy	9.25	4	188	6956	3	9.70	7294	338	0.45	10 \$10.75
Brandt, Beth	9.50	7	188	12502	3 + **	9.95	13094	592	0.45	11 \$10.90
Burton, Karen (+Long)	11.70	7.5 7	186	16722	26	12.40	17898	1177	0.70	
Clabaugh, Amanda Clabaugh, Jodi	9.15 9.15	7.25	188 188	12041 12471	2	9.55 9.55	12568 13017	526 545	0.40 0.40	13 \$11.20 14 \$11.35
Cooney, Emmett	9.40	7.25	188	12370	2 + **	9.80	12897	526	0.40	15 \$11.65
Craven, Mary	9.65	4	188	7257	7	10.30	7746	489	0.40	16 \$11.80
Crim, Sandy	9.15	$\frac{7}{7}$	188	12041	2	9.55	12568	526	0.40	17 \$11.95
Dykstra, Patti	9.55	7	188	12568	6	10.15	13357	790	0.60	
Elsberry, Jennifer	9.85	7	188	12963	9	10.60	13950	987	0.75	
Elwood, Trudy	9.45	7	188	12436	5	10.00	13160	724	0.55	20 \$12.40
Fisher, Holly	9.65	7.5	188	13607	7	10.30	14523	917	0.65	
Fitchhorn, Paula	9.65	7	188	12699	7	10.30	13555	855	0.65	
Hilpipre, Nixie	9.45	7	188	12436	5	10.00	13160	724	0.55	
Hicok, Sandra	9.75	7	188	12831	8	10.45	13752	921	0.70	
Hilton, David	10.35	6	188	11675	11+ ** 4 + **	11.15	12577	902	0.80	
Hilton, Rosemary	9.60 9.50	<u>7</u> 7	188 188	12634 12502	3 + **	10.10 9.95	13292 13094	658 592	0.50	FOR STEP 15 BASE INCR = \$0.25
Karbula, Mary	9.15	2.5	186	4255	2	9.55	4441			BASE INCK - \$0.25
McKern, Kathy Messner, Jeanette	9.10	<u> </u>	188	12370	2 + **	9.80	12897	186 526	0.40 0.40	•
Morris, Adell	10.10	7	188	13292	9 + **	10.85	14279	987	0.75	
Nessa, Cheryl	9.75	6.75	188	12373	8	10.45	13261	888		** FOR PARA CERT=
Nessa, Christine	9.55	7	188	12568	6	10.15	13357	790	0.60	
Nilles, Virginia	9.50	7	188	12502	3 + **	9.95	13094	592	0.45	
Olmstead, Rhonda	11.50	7	188	15134	18 + **	12.35	16253	1119	0.85	' -
Pedersen, Alexis	9.45	7.5	188	13325	5	10.00	14100	776	0.55	
Peterson, Sharon	10.10	<u> </u>	188	13292	9 + **	10.85	14279	987	0.75	
Pursley, Katie	10.00	7	188	13160	8 + **	10.70	14081	921	0.70	
Rasmussen, Alayne	9.95	7	188	13094	10	10.75	14147	1053	0.80	
Sletten, Debra Smith, Pam	10.10 9.15	6.5 7	188 188	12342 12041	11 2	10.90 9.55	13320 12568	978 526	0.80	
Sonsalla, Kathy (+Long)	11.95	7	188	16126	24 + **	12.65	17147	1021	0.40	
Stein, Dennis	11.35	7	188	14937	17 + **	12.20	16055	1119	0.76	
Stein, Flo	9.25	5.25	186	9033	3	9.70	9472	439	0.45	
Tanner, LuAnn	9.75	7	188	12831	8	10.45	13752	921	0.70	
Walters, Brad	9.15	6.25	188	10751	2	9.55	11221	470	0.40	
Wistey, Rachel	9.15	7.5	188	12902	. 2	9.55	13466	564	0.40	
				469278			498060	28781	6.1%	•
ASSOCIATES (Technolo								- MINIMUM		
Hinrichs, Debbie	11.40	7	192	15322	19	12.25	16464	1142	0.85	
Felder, Diana (+Long)	11.70	7 7 5	192	16125	25	12.40	17166	1041	0.70	
Bergquist, Amber Spire, Nancy	9.75	7.5	188 192	13748	<u>8</u> 19 + **	10.45	14735	987	0.70	
Opile, Indiley	11.65	7	192	15658 60852	13 T ""	12.50	16800 65164	1142 4313	0.85 7.1%	
ILS				00002			\$9.40	- MINIMUM		
Benda, Sandy	11.20	5.3	188	11160	16 + **	12.05	12007	847	0.85	
Musgrave, Larry	10.95	7.5	190	15604	16	11.80	16815	1211	0.85	
Royster, Stacie	11.20	2	188	4211	16 + **	12.05	4531	320	0.85	
				30975		.2.00	33352	2378	7.7%	
ELL				•			\$9.40	- MINIMUM		ı
Bever, Rusty	10.65	7	188	14015	13 + **	11.45	15068	1053	0.80	
Dawson, Kathy	9.25	7	188	12173	3	9.70	12765	592	0.45	
				26188			27833	1645	6.3%	
TOTAL				666796			710045	43248	6.5%	
										t and the second

NEW

2007-08 STEPS

\$15.00 \$20.00 \$25.00

\$30.00

WEBSTER CITY COMMUNITY SCHOOL DISTRICT

BUS DRIVERS

Richardson, Tammy Schlitter, Arden (+Long	3	940.0	8460	282	8742 9700	
Olmstead, H. (+Long)	27	1000.0	9000	300	9700	
Krause, Clarence	2	925.0	8325	278	8603	. ,
Hahne, Dick	4	1178.0	10602	353	10955	(plus \$238 Ft. D Bus)
Entriken, Dave	6	965.0	8685	290	8975	
Doolittle, Wendell	9	965.0	8685	290	8975	
Darling, Todd	2	925.0	8325	278	8603	
Darling, JoAnn	8	965.0	8685	290	8975	
Cupp, Ernie (+Long)	22	1000.0	9000	300	9700	
NAME	STEP	RATE	SALARY	holidays	2006-07	
		REG	2006-07	6 pd	TOTAL	

		REG	2007-08	6 pd	TOTAL				
NAME	STEP	RATE	SALARY	holidays	2007-08	\$ INC			
Cupp, Ernie (+Long)	23	1050.0	9450	315	10265	565			
Darling, JoAnn	9	1000.0	9000	300	9300	326			
Darling, Todd	3	975.0	8775	293	9068	465			
Doolittle, Wendell	10	1020.0	9180	306	9486	512			
Entriken, Dave	7	1000.0	9000	300	9300	326			
Hahne, Dick	5	1238.0	11142	371	11513	558	(plus \$238 Ft. D Bus)		
Krause, Clarence	3	975.0	8775	293	9068	465			
Olmstead, H. (+Long)	28	1050.0	9450	315	10365	665		2007-08	CURRENT
Richardson, Tammy	4	975.0	8775	293	9068	326	STEP	SALARY	STEPS
Schlitter, A. (+Long)	24	1050.0	9450	315	10265	565	1	\$940.00	
Walters, Brad	2	955.0	8595	287	9282	372	2	\$955.00	\$10.00
TOTAL					106978	5143	3-4	\$975.00	\$15.00
				-			5-9	\$1,000.00	\$25.00

\$ INCREASE = 5143

% INCREASE = 5.05%

BASE INCREASE - \$25.00

10-14 \$1,020.00 \$10.00

15+ \$1,050.00 \$25.00

BUS MECHANIC			2006-07			
		5	SALARY	2	2006-07 TOTAL =	118871
Olmstead, Harold	10.14	1680	17035	2	2007-08 TOTAL =	124854
			2007-08			
		5	SALARY		\$ INCREASE =	5983
Olmstead, Harold	10.64	1680	17875		% INCREASE =	5.03%
	;	\$ INC=	840			
	9	6 INC=	4.93%			
SALARY INC :	= 0.50					

2007-08

WEBSTER CITY COMMUNITY SCHOOL DISTRICT

CUSTODIANS						TOTAL
		REG	ULAR	OVER	ГІМЕ	2006-07
NAME	STEP	RATE	# HRS	RATE	# HRS	SALARY
Baker, Dan	17	13.91	2080	20.87	200	33112
Clabaugh, Norma	1	11.15	1040			11596
Clabaugh, Rod	4	11.45	2080	17.18	200	27251
Draeger, Karen (+Lon	10	13.11	2080	19.66	200	31590
Hurt, Travis	2	11.25	2080	16.88	200	26775
Kelly, David	1	11.40	2080	17.10	200	27132
Nelson, Robert	1	11.40	2080	17.10	200	27132
Orton, Jacob	1	11.15	1040			11596
Powell, Riley (+Long)	20	15.30	2080	22.94	200	36804
Thomason, Keith	11	13.23	2080	19.85	200	31487
TOTAL						264476

								STEP	SALARY
						TOTAL			
		REGULAR		OVERTIME		2007-08		1	\$11.40
NAME	STEP	RATE	# HRS	RATE	# HRS	SALARY	\$ INC.	2	\$11.55
Baker, Dan	18	14.81	2080	22.21	200	35236	2124	3	\$11.70
Clabaugh, Norma	2	11.55	1040			12012	416	4	\$11.85
Clabaugh, Rod	5	12.00	2080	18.00	200	28560	1309	5	\$12.00
Draeger, Karen (+Lor	11	13.95	2080	20.92	200	33689	2099	6	\$12.15
Hurt, Travis	3	11.70	2080	17.55	200	27846	1071	7	\$12.30
Kelly, David	2	11.80	2080	17.70	200	28084	952	8	\$12.45
Nelson, Robert	2	11.80	2080	17.70	200	28084	952	9	\$12.60
Orton, Jacob	2	11.55	1040			12012	416	10	\$12.75
Powell, Riley (+Long)	20	16.05	2080	24.08	200	38804	1999	11	\$12.90
Thomason, Keith	12	14.09	2080	21.14	200	33544	2056	12	\$13.05
TOTAL								13	\$13.20
								14	\$13.35

\$ INCREASE = 13395 15 \$13.65 % INCREASE = 5.06% 16 \$13.80 17 \$13.95 18 \$14.10 19 \$14.25 20 \$14.40

2006-07 BASE - \$11.15 **NEW STEP**

STEPS 1-9 INCREASE = \$0.15 STEPS 10-14 & 16+ INCREASE = \$0.15 STEP 15 INCREASE = \$0.30

BASE INCREASE - \$0.25